



THE KENYA SCOUTS ASSOCIATION

**YOUTH PROGRAMME
POLICY**

MARCH 2014

**KENYA SCOUTS ASSOCIATION, ROWALLAN SCOUT CAMP, JAMHURI PARK, KIBERA
DRIVE+254 020 202 0819, + 254 733 919 333, P.O BOX 41422-00100, NAIROBI KENYA
www.kenyascouts.org, info@kenyascouts.org**

1.0	Prologue.....	2
2.0	Acknowledgement.....	3
3.0	Introduction	4
4.0	Background: Kenya Scouts Educational Proposal.....	5
5.0	Title.....	7
6.0	Justification.....	7
7.0	Objectives.....	7
8.0	Core Values	7
9.0	Definition of the National Youth Programme.....	8
10.0	Development of the Youth Programme	8
11.0	National Youth Programme Committee	8
12.0	Working Groups, Ad hoc Committees and Task Forces.....	10
13.0	Meetings.....	10
14.0	Roles and Responsibilities.....	11
15.0	Membership.....	11
16.0	Warranted Scouts.....	12
17.0	Friends of Scouts.....	12
18.0	Scouts Programme.....	13
19.0	Scouts Activities.....	14
20.0	Scouts Events.....	15
21.0	Scouts Uniform.....	15
22.0	Badge System and the Progressive Scheme	16
23.0	Scouters Rank.....	16
24.0	Scout Ceremonies.....	17
25.0	Flags.....	18
26.0	Scouts Projects.....	18
27.0	Scouts Competitions.....	18
28.0	Interns and Volunteers.....	20
29.0	Tokens of Appreciation.....	20
30.0	Religion in Scouting.....	20
31.0	International Event Representation.....	20
32.0	Scouters Warrants, Validation of Certificates and Ranks.....	20
33.0	Scouts Shop Kenya Limited and Scouts Merchandise	20
34.0	Community and Parents Involvement	20
35.0	Unit Formation.....	21
36.0	Scouting and Gender Issues and Children’s Rights.....	21
37.0	Code of Conduct.....	21
38.0	Recognition.....	21
39.0	Youth Leader Forum in Scouting.....	21
40.0	Extension Scouting Programme.....	22
41.0	Child Protection.....	22
42.0	Conclusion.....	22
43.0	Cessation.....	22

1.0 PROLOGUE

In short, policies simply guide our actions. Policies can be guidelines, rules, regulations, laws, 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 KSA youth Programme 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. We look forward to a productive youth programme in the stipulated period.

2.0 ACKNOWLEDGEMENT

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. Domenic Munyi and Josephat Gitonga who were the masterminds of the policy. They pieced it together and presented it to the National Youth Programme Committee for adoption and amendment. Mr. Domenic Munyi has been the Programme commissioner from 2004 up 2012. His contribution to the programme development has been overwhelming always fighting for the rights of the disabled in the movement. He has a soft heart for the rovers and as occasionally developed materials to be used for the training of the rovers. Mr. Gitonga is the current Youth programme Executive who has advocated for the programme to offer the right skills to the scouts. He has a soft heart for the young people and always seeks to have their behavior molded for them to be good citizens who will take care of themselves when of age.

The National Youth Programme committee Chaired by Mr. Richard Iyaya accepted the document and made the necessary amendments. The whole process has taken a while but it is worth the time. The Youth Programme material review workshop held at Rowallan Camp put the final details to the Policy. We appreciate the contributions made by the following people;

Moses Danda (NEC) Josephat Gitonga(NYPE) Patrick Wambua(PPE), Richard Iyaya (NPC), Justin Ireri(NTC), Domenic Munyi(former NPC), Flavian Mwandigha, Joshua Ogal, Milchizedeck Igunza, Samson Rugui, Grace Njiru, Lucy Mwalili, Nelson Opany, Grace Nyaruai, MaqC Gitau(LVCT), Francis Mutua(LVCT), Caroline Wangila, Zachariah Munayi(YPA), Daisy Achieng'(YPA), The Management Committee and The National Executive Committee. We also appreciate and acknowledge all those who have helped in the smallest way possible to put this policy in place.

Long live Scouting.

Ray Charles Musau

Chief Commissioner – K.S.A

3.0 INTRODUCTION

The Youth Programme Department is a subcommittee of the National Executive Committee of the Kenya Scouts Association. It was established to implement policy decisions concerning the development and design, delivery and implementation of the youth programme (here in referred to as the department). The department shall be located in Kenya Scouts Association Headquarters Nairobi. The department shall have a trickledown effect (from national to grass root level) in the implementation of the youth programme.

The National Youth Programme Policy document outlines the guidelines on the implementation of the programme in all sections; Sungura, Chipukizi, Mwamba and Jasiri. 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 Kenya 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 KSA strategic plan.

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

Richard Iyaya

National Youth Programme Commissioner.

4.0 BACKGROUND: THE KENYA SCOUTS EDUCATIONAL PROPOSAL

Kenya Scouts Association (KSA) is a registered member of the World Organization of the Scouts Movement (WOSM). It is a voluntary, non-political and educational Movement for young people open to all without distinction of origin, race, gender, creed or ethnic/tribal background in accordance with the purpose, principles and method as conceived by the founders as stated below;

a) Purpose

To contribute to the development of young people in achieving their full physical, intellectual, emotional, spiritual, social, and character potentials as individuals, as responsible citizens and as members of their local, national, regional and international communities.

b) Principles

- Duty to God

Adherence to spiritual principles. Loyalty to the religion that expresses them and acceptance of duties resulting there from.

- Duty to others

Loyalty to our country in harmony with the promotion of local, national, regional and international peace, understanding and co-operation/integration.

Participation in the development of society with recognition and respect for the dignity of one's fellow man and for the integrity of nature.

- Duty to self

Responsibility of the one's self; realization of one's right to develop, learn and grow, learning to assert oneself, make one's decision, set aims and identify the necessary steps to achieve one's full potentiality.

c) Method

This is a system of progressive self-education that should be applied to all sections, taking into account the socio-cultural environment of the young people.

The Scout method is applied in the following ways:

Law and promise.

Learning by doing.

Membership of small groups (patrol system) requiring adult guidance, progressive discovery and acceptance of responsibility and training towards self-governance directed

towards the development of competence, self-reliance, honesty and leadership skill objectives.

Progressive and stimulating programs (progressive scheme) consisting of varied activities based on one's own interest including games, useful skills and service to community, all taking place largely in an outdoor setting.

Symbolic framework or symbolic background where the scouts relate to their socio-cultural background in order to have a programmed that has a national touch.

Relationship between adults and young people where leaders have the responsibility to keep an eye on the young ones especially the Sungura, as they are delicate majority.

Life in nature, it is not just animals, trees, rivers etc. for scouts. Nature is a club where one can enjoy themselves, a laboratory where one feels closer to God and can worship Him in one's own way.

KSA VISION

Creating a better world.

KSA MISSION

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

This is achieved by:-

Involving the youth throughout their formative years in a non-formal educational process.

Using a specific method that makes each individual the principle agent in ones development as a self-reliant, supportive, responsible and committed person.

Assisting them to establish value system based upon spiritual, social, and personal principles as expressed in the scouts law and promise.

5.0 TITLE

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

6.0 POLICY JUSTIFICATION

The policy derives its mandate from:

- i) The Kenya Scouts Act Cap 219 of the Laws of Kenya.
- ii) The Constitution of the Kenya Scouts Association
- iii) The Policy Organization and Rules (POR)
- iv) Other departmental policies of the Association

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 Kenya.
- 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.

8.0 CORE VALUES

- i. Integrity
- ii. Truthfulness
- iii. Honesty
- iv. Friendliness
- v. Usefulness
- vi. Thrifty
- vii. Environment friendliness
- viii. Cheerfulness
- ix. Braveness
- x. Endurance
- xi. Godly

9.0 DEFINITION OF THE NATIONAL YOUTH PROGRAMME POLICY

The National Youth Programme Policy 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.

10.0 DEVELOPMENT OF THE YOUTH PROGRAMME.

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

- 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 KSA, 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.

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 Kenya at the time.

11.0 NATIONAL YOUTH PROGRAMME COMMITTEE

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

The National Youth Programme Committee shall comprise:

- a. The National Programme Commissioner
- b. National Programme Executive - Ex-officio
- c. The National Training commissioner (Act as Vice Chair)- Ex officio
- d. The National Youth Representative
- e. 8 Cluster County Programme Commissioners' representatives
- f. cooption will be done on ad hoc basis and in event of a partisanship a representative will be co-opted
- g. National Executive Commissioner
- h. County commissioners forum representative

A County Programme Commissioner, interested in the position of the National Programme Commissioner, shall apply, be vetted and cleared by the National Executive Committee (NEC) and seek elections from the County Programme Commissioners to.

ii. Duties of National Programme Commissioner

- a. Represent the Programme Committee at the National Executive Committee meeting.
- b. Develop a National Youth Programme Policy that is in tandem with the World 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 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 KSA 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 Degree from a recognized university.
- b. Has Knowledge of child psychology
- c. At least be an Assistant Leader Trainer (ALT)
- d. Be of good social standing
- e. Possess People, numeracy, communications and public relations skills.
- f. Fluent in both English and Kiswahili
- g. Be at least 27 years and not more than 65years on the first appointment.
- h. Must be IT compliant (computer savvy).

iv. County Programme Committee

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

The County Programme Committee shall comprise of:

- a. The County Programme Commissioner as the **Chair person**
- b. County Youth Representative
- c. County Training Commissioner. Ex-officio (Act as Vice Chair)
- d. County scouts commissioner. Ex-officio
- e. Sub-County Programme Commissioners
- f. Not more than 3 co-opted members

A Sub-county Programme Commissioner interested in the County Programme Commissioner's position, shall apply, be vetted and cleared by the National Executive

Committee (NEC) and seek elections from the Sub-county Programme Commissioners to become the County Scouts Programme Commissioner.

The qualifications of the County Scouts Programme Commissioner shall be as for the National Programme Commissioner.

v. Welfare of members

In the course of their duties, the National and County Programme Committees of KSA shall provide members with:

- a) Transport, food and accommodation
- b) Insurance cover
- c) Opportunities for personal development.
- d) Out of pocket allowance as stipulated in the finance policy.

12.0 WORKING GROUPS, AD HOC COMMITTEES AND TASK FORCES

The National and County Committees shall constitute working groups such as ad hoc committees and task forces to work on specialized and emerging issues as shall be deemed necessary by respective committees.

Such working group taskforces and working committee shall cease to be after completion of such assigned tasks.

13.0 MEETINGS

i. Committee meetings

The National Programme Committee shall meet quarterly.

- a. The Chairperson 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. County Programme Committee Meetings

- a. The County Programme Committee shall meet quarterly
- b. The Chairperson of the meeting shall be the county programme commissioner.
- 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.

14.0 ROLES AND RESPONSIBILITIES

i) National Youth Programme Committee

Their main duties shall be:

- a) Define and promote desirable standards in programme development and to encourage county 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 County Associations' youth programme development and delivery.
- d) Publish relevant and appropriate documentations on Youth Programme
- e) Work closely with other committees and task forces of KSA.
- f) Plan and implement strategies aimed at continued improvement of the Youth Programme in Kenya 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 KSA for proper knowledge management.
- i) Recommend various awards (for young people) to the awards committee 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 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) County Youth Programme Committee

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

15.0 MEMBERSHIP

The Kenya 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 NEC. All the members shall be identified via a unique code which will be used to access the registration through the 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. Kidiri

Level - Pre- School Colour- Sky Blue

Motto- **Be ready (this is a proposed section and justification and proposal have been made to be entrenched in the Association's Act.)**

b. Sungura

Level - Lower Primary

Colour - Yellow

Motto- **Do your Best**

c. Chipukizi

Level - Upper Primary

Colour - Green

Motto- **Be prepared**

d. Mwamba

Level - Secondary School

Colour- Maroon

Motto - **Look wide**

e. Jasiri

Level -Tertiary institutions/ Out of School Level

Motto- **Service**

Colour- Orange

Upon attainment of 27 years, a scout ceases to be Jasiri Scout.

16.0 WARRANTED SCOUTS

- i. Scout leaders 26-70 years
- ii. Trainers 26- 75 years
- iii. Commissioners 26- 70 years
- iv. Above 70 or 75 years, warrants could be granted on specification.

17.0 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.

18.0 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: KSA backed by National Programme Commissioner, National Programme Committee, County and Sub-County 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 region, will assist in ensuring that KSA 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.

19.0 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.

20.0 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
- Jamborees/local
- Camporee
- Rover moots
- Local and Internationals conferences
- State events - National days
- UN Agencies events/ internal events
- Founderee
- Patrons day
- Open & fun days
- Kenya Scouts Day
- Any other as shall be deemed necessary by the Association.

Guide lines and rules to conduct scout events shall be formulated by the National Youth Programme committee and ratified by the National Executive Committee. Where necessary the National Executive Committee shall constitute the specialized taskforces and ad hoc committees to plan, implement, monitor, evaluate and report such events.

21.0 SCOUT UNIFORM

Scout uniform is the mark of identity to all the scouts. The standard scout uniform is the American Khaki beige in colour with shoulder flashes reading Kenya Scouts Association. The head gear shall be the beret with the Kenya emblem badge as the crown. The stockings shall be navy blue with green stripes.

Scarves

The sectional scarves shall be Kidiri

- i) Working attire shall be T-Shirts shorts or trousers and the T-shirts shall have the KSA logo.
- ii) The scouts shall wear the shorts and shirt, the trouser and the shirt, skirt and blouse, trouser and blouse all from American Khaki and beige colour.
- iii) The scout leaders shall wear the scarves of their sections and section plumes.
- iv) The activity scarves shall be won at that particular activity and may not be worn any other time.
- v) National scarf shall be worn when a scout leader or the Scout is in an international gathering.
- vi) The scout leaders and the commissioners shall be differentiated by the plumes which are as stipulated below:
 - i) Green plume on the berets for the scout leaders
 - ii) White plume for the Chief scout
 - iii) White and Purple plumes for the Chief Commissioner
 - iv) Half white and half purple for the Assistant Chief Commissioners
 - v) Purple plumes for the other commissioners
- vii) Campfire attire. The attire shall be the camp fire blankets.
- viii) In international representation, the scout uniform shall remain the mode of dressing with the Kenyan NSO Scarf that shall be designed and sanctioned by the programme committee.
- ix) The trainers shall put on the Gilwell scarf and woggle
- x) The scout and the scout leaders shall wear black shoes as part of the uniform
- xi) Ranking in Scout leaders and Commissioners shall be by the use of purple stripes on the shoulder notes
- xii) The Seas scout category of uniform shall be purple or sky blue shirt or blouse and Navy blue pair of trousers or short.
- xiii) The Sea Scout uniform shall be Navy blue shirt or blouse and Navy blue pair of trousers or short.
- xiv) Souvenir scarf's, badges or any other material's life time shall be 12 months only and upon expiry shall not be worn in any official Scout activity.

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

22.0 BADGE SYSTEM & THE PROGRESSIVE SCHEME

There is an established badge system from Kidiri to Jasiri scout section. 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 (fleur de lys) and Kenya emblem. However during their respective section troop meeting, they shall be required to have the section scarf.

Jasiri Scouts shall wear the scout leader's scarf when in the troop meetings of the lower section but wear rover uniform when in their crew activities.

The county programme committee shall constitute as shall be necessary, the badge examiners from volunteer resource person from where the scouts undertaking the proficiency badge are. The badges shall be awarded on the proof that a scout has worked for it and not a mere award which has not merited the acquisition.

The assessment of the highest badge in any section shall be carried out by the programme committee of the said county and the report sent to the programme commissioner for approval.

Jasiri progressive scheme shall be in place and followed as the other sectional progressive scheme.

23.0 SCOUTERS RANKS

This policy identifies the Kenya Scout ranks as follows:

- a. Assistant Scout Leader
- b. Scout Leader
- c. Assistant Group Scout Leader
- d. Group Scout Leader
- e. Sub-County Scouts youth representative
- f. Sub-County Scouts programme commissioner
- g. Sub-County Scouts Training commissioner
- h. Sub-County Scouts Commissioner
- i. County Youth Representative
- j. County Scouts programme commissioner
- k. County Scouts training commissioner
- l. County Scouts commissioner
- m. Deputy National Programme Commissioner
- n. National Programme commissioner.

24.0 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.

25.0 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. NSO flags
- e. WOSM flags
- f. Events flag / Miniatures
- g. State flags (national)
- h. Pendants

NOTE: Guidelines on how and when to hoist different flags shall be availed in the programme book.

26.0 SCOUTS PROJECTS

The projects undertaken as the Programme projects shall be;

- a. Used as part of the Youth Programme implementation: e.g. Food for life
- b. Assist in acquisition of a certain badge e.g. computer, driving.
- c. For generating income to the scout units
- d. To enrich the programme
NB. Their interest should be looked into and any project should have sustainability mechanism.
- e. All projects must adhere to the Marrakech charter (1990).
- f. All projects shall have a partnership deed.

27.0 SCOUTS COMPETITIONS

There shall be scouts competitions which will be coordinated from the Sub-County, county and the National level.

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 Chipukizi, Mwamba and the Jasiri sections. Each competing patrol shall have 8 members (boys or girls) apart from Jasiri section which shall have 10 members.

There shall be;

- a. Squirrels' Day out
- b. Sungura pack holidays
- c. Unit scout competitions
- d. Sub-County scout competitions
- e. County scout competitions
- f. Regional/Cluster competitions
- g. National scouts competition
- h. Zonal scout (Eastern Africa Scout competitions)

The guidelines for organizing, questionnaire setting, moderation, and questionnaire administration and the handing in of the results and reporting shall be formulated by the committee, and shall be available in the scout publications. Relevant induction for the management of the competitions shall be organized by the department in liaison with the training committee. Competitions at all levels shall be guided by the National Competitions Guidelines.

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. Counties shall have authority to organize and manage competitions at their Sub-Counties, and the unit 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 county, 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 county Scouts competitions shall be carried out in the same week across the county. Planning and the management of the County Scouts Competitions shall be by the county scout Council. Assessors shall be from the region but the chief Assessor shall be appointed by the programme committee.

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

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

All the competitions apart from the Zonal ones shall not exceed three days and preferably be done towards the weekend.

28.0 INTERNS AND VOLUNTEERS

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

29.0 TOKENS OF APPRECIATION

Wages, honoraria and other monies shall be negotiated between the department and such parties shall be approved by the National Executive Committee as may be provided for in the financial policy of K.S.A.

30.0 RELIGION IN SCOUTING

Reference shall be made to the Kenya Scouts Association Constitution article IV section 2

31.0 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 Kenya to such gathering is of paramount importance.

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

32.0 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 POR article 17

33.0 MERCHANDISE

All the items to be sold in the scout shop shall be directed by the programme committee and the persons in charge to be well equipped with the Youth Programme knowledge.

Rules regarding the sale of the merchandise shall be adhered to.

34.0 COMMUNITY AND PARENTS INVOLVEMENT

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

35.0 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 i.e. churches or estates.
- b. Closed units - shall be run in the learning institution whether public or private.

36.0 SCOUTING AND GENDER ISSUES AND CHILDREN'S RIGHT.

All the scout activities shall adhere to the gender issues and the rights of children as stipulated in the Kenyan Constitution.

37.0 CODE OF CONDUCT

Code of conduct and integrity shall be adhered to as stipulated in the code of conduct policy and the other policy documents of Kenya Scouts Association.

38.0 RECOGNITION

The Scout families to be recognized shall be;

- a) Scouts
- b) Scout leaders
- c) Commissioners
- d) NEC members
- e) Alumni
- f) FOS (friends of Scouts)
- g) Corporate institutions

NOTE: Outstanding and exemplary performance shall be awarded by the programme committee in order to merit for the approval by the Awards committee.

39.0 YOUTH FORUM IN SCOUTING

It shall be made up of;

- a. Sub-County youth representatives.
- b. County youth representatives.
- c. National youth representatives.

The following is the structure of the youth forum:

- i) The sub-county scouts youth forum

It shall comprise of:

- a. The Sub-county scouts Youth representative chairing
- b. The patrol leaders
- c. Crew leaders
- d. District scouts commissioner Ex official
- e. District programme commissioner Ex official

- ii) The County youth forum committee

It shall consist of:

- a. The County scouts Youth Representative as the chairman
- b. Sub county scouts youth representatives
- c. The County Scouts commissioner
- d. The county Scouts programme commissioner

iii) National Youth Forum Committee.

This shall comprise of;

- a. The national youth representatives
- b. The cluster youth representatives
- c. The National Programme Commissioner.
- d. The National Executive Commissioner

NB The youth Representatives shall serve for 2 years and shall be 18 years and 24 years. Upon attaining 24 years he/she shall relinquish the post.

40.0 EXTENSION SCOUTING PROGRAMME (ESP)

The Extension Scouting is a means of reaching out the underprivileged and disabled scouts. It is one of the WOSM priority areas. KSA has an elaborate programme to reach out these scouts as stipulated in the in the ESP policy which is an annex of this policy.

41.0 CHILD PROTECTION

Chapter Five (5) of the Constitution contains the Bill of Rights, which offers protection for the safeguards of the individual rights and freedoms for every Kenyan. These include the right to association, movement, secure protection of the law, religion and conscience, and the right to life.

In tandem with the constitution, all the Youth programme activities shall adhere to these rights and promote children's protection. The children's protection policy shall be an annex of this policy.

42.0 CONCLUSION

This policy document shall take effect after the approval by the National programme committee endorsed by the NEC and to be noted by the next Annual General Meeting (AGM).

43.0 CESSATION

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

- a. It is Repealed by the National Executive Committee
- b. NSO is dissolved
- c. There is Reorganization or merger of the subcommittees by the National Executive committee