



Girlguiding Hertfordshire County

The Strategy - Year One - Sept 2019 - Aug 2020

The County Team has formulated a rolling strategic plan to help keep focus on the key aims and objectives. 2020 has proved very challenging and has unfortunately seen the cancellation of many great events and activities that were planned. However, we have still managed to achieve many things from our plan, including:

	What we have achieved	Next steps
Flexible Guiding	Formed a Flexible Guiding Team covering Brownies, Guides and Rangers	Launch during the Autumn term
Youth Opportunities Team	Introduced a Youth Opportunities Team bringing together the 13+ opportunities: Young leaders, Rangers, Queen's Guide Award, Duke of Edinburgh Award and Commonwealth Award	Bring the 13+ age group together and advertise all of the opportunities available to them Look at ways to encourage this age group to progress to the next stage in guiding
18-30s	Appointment of two advisors who are working with Region and National advisors to create the "18-30 offering"	Launch within the County
Inclusion Team	Rebranded the Special Needs team to Inclusion Team	Team to help all units to embrace other forms of inclusion, not just learning difficulties
Welfare Team	Improved leader support by creating a Welfare Team. Including Wellbeing and Safeguarding the team can support leaders with difficult situations and provide resources and advice which can be found on the website	Support training
Buddies	Division Commissioner "Buddy" system in place to support new Division Commissioners settle into their role	Create Buddy system for District Commissioners
Acknowledgement	Volunteer badge and card distributed to 2,600 members to acknowledge their commitment to the county	Continue to recognise volunteers in various ways
Communication	Members Facebook and Instagram pages created to help sharing of ideas and information Commissioner Facebook page created PR Team has a new lead, have new members and are in the process of forming a strategy for the year ahead	Improve website content to support leaders who are not on social media platforms As above Continue to grow the team

	<p>County Trustees Team have improved communication with regular zoom meetings, regular Whatsapp chats and shared documents using Microsoft Teams</p> <p>County meetings are planned for the year ahead to allow other meetings to be booked in</p> <p>Newsletter now contains a printable page of events for easy reference</p> <p>SHARE magazine has been debated and will be in a new format going forward with a year book in the summer</p> <p>All County Advisors and Divisions have been given a county email address to improve professionalism, continuity and enable the publication of contact information on the website</p>	<p>Get to this level of communication with the rest of the county team to enable joined up activities and improved productivity</p> <p>All other meetings for committees and working groups to be planned in advance</p> <p>Review newsletter content</p> <p>Launch new format in Autumn and prepare year book format</p> <p>Look at other ways of improving our external image including the website</p>
Training	<p>Mental health training has been delivered</p> <p>Safe space and first response training has been delivered in person and are now turning to virtual platforms</p> <p>Safe Space badges have been created and distributed to volunteers</p>	<p>Offer more Mental Health training to more volunteers with the aim of having a Mental Health First Aider in each Division</p> <p>Comply with Safe Space and first response requirements</p> <p>Recognise other types of training</p>
Governance	<p>County Constitution has been revised and new Trustees appointed</p> <p>Unit accounts review carried out which included investigating requirement support with claiming for gift aid</p> <p>“Accounting Friends” have been found - volunteers who are happy to support units who are struggling with their accounts</p>	<p>Review county property constitutions</p> <p>Offer training on claiming Gift Aid to enable more units to do so</p> <p>Identify units who need / want help</p>

