

Young Leader Qualification Guidance Notes for Leaders

Updated June 2014

*“Help to create a better world
and brighter future for the
youth of tomorrow and I trust
that we are doing this.”*

Lady Olave Baden-Powell

Young Leaders

Young Leaders can be women aged 14-18 who assist Leaders in running a unit. Being a Young Leader provides valuable experience in leadership and responsibility and looks great on university or college applications or in CVs.

The Young Leader Qualification (YLQ) is a great way to encourage young girls to take an active role and has a multitude of benefits. It gives them a focus and helps their commitment to guiding. It also allows them to take the first steps towards the full Adult Leadership Qualification. And of course, it helps them develop skills that will be useful in all aspects of their lives. It is therefore important that all members know about the qualification and how it works.

The qualification has been launched to replace 'Making It Count', in response to feedback from Senior Section/Ranger Guides who asked for a more relevant and structured path through the leadership process.

Module 1 - Go! and sectional training - This module focuses on the Girlguiding membership system (Go!) and learning more about the section the Young Leader works with.

Module 2 - Leadership - This module looks at different leadership styles and when the Young Leader should use them, for example with girls of different ages.

Module 3 - Planning - This module allows the Young Leader to demonstrate how well they understand the programme for the section they volunteer with. It will help them to make sure that the programme is right for the range of ages and abilities in their unit, that all girls take part in planning the programme, and the activities are enjoyable for the girls.

Module 4 - Working with girls - This module allows the Young Leader to demonstrate that they understand the girls they work with and provide the best opportunities for them to grow and develop.

Module 5 - Local guiding - This module looks at the structure of guiding in the Young Leader's local area and how the Young Leader is supported within this.

Module 6 - Your role in guiding - This module is about the Young Leader showing that they understand the Promise and Law, and their commitment to guiding.

The **YLQ vs LQ** document lists the requirements of the qualification and shows how different parts of the two YLQ modules are linked to the Adult Leadership Qualification.

Young women who take part in the Qualification are encouraged to keep a diary of their progress and receive support mainly from their Unit Leader and if required from the Young Leader Advisor throughout their time as a Young Leader (up to the age of 18).

In a survey carried out by Girlguiding UK, Young Leaders said they found the responsibility of being allowed to run a meeting very rewarding. They also felt that it's important that participants could feel able to ask questions, and that they don't feel too pressured and remember to enjoy themselves!

For this reason, it's worth Unit Leaders making sure they are approachable and taking the time to support these young women through the challenges of the qualification. The rewards in terms of renewed commitment and enthusiasm from the Young members can be huge. And of course, it will increase the supply of adult Leaders for the future.

Being new to anything is daunting. It can be difficult to get to grips with, so remember to guide your young leader through their qualification. It should be an exciting and challenging time but sometimes can be overwhelming; particularly if they are new to the Guiding movement.

Each Young leader is different but on average it should take roughly six months to complete the Qualification for example September to March. The young leader can get various people to sign off their progress (leaders, girls in the unit, district commissioner etc).

When you have a Young Leader within your unit:

- Register the Young Leader with your District Commissioner who will provide you with all relevant paperwork and contact details for the Young Leader Advisor.
- Your role is to support and guide your Young Leader through their Qualification.
- If you have any questions or problems contact the Young Leader Advisor.
- When the Young Leader Qualification is complete and signed off please send to the Young Leader Advisor who will sign off the record book and complete any relevant paperwork.
- Girls can remain a Young Leader up to the age of 18 and through their time as a Young Leader they wear any of the senior section uniform.
- Young Leaders receive a certificate and a Young Leadership Qualification Badge, normally presented at the County AGM.

County Tyrone YLQ Guidance Notes for Leaders Pack contains:

- *YLQ Leader Guidance Notes*
- *YLQ Record Book*
- *Young Leader Qualification vs Leadership Qualification*
- *Advice on how to support young women who are relocating*

All information compiled within this booklet has been sourced from various Girlguiding UK publications.



Young Leader Qualification



The Young Leader Qualification is designed to help you develop and demonstrate your leadership skills. By achieving it, you will have shown that you have taken an active part in a Leadership Team with a Rainbow, Brownie or Guide unit.

Use this part of the record book to track your progress through the six modules of the qualification. If you decide to undertake the Girlguiding Leadership Qualification these records can help you show your Leadership Qualification Mentor what you have already achieved.

Unit completing the Young Leader Qualification with

Date started

Date completed



For full information about the Young Leader Qualification and a useful workbook to help you complete it, go to www.girlguiding.org.uk/theseniorsection > What can I do? > Awards and qualifications > Young Leader Qualification.

Module 1: Go! and sectional training

This module focuses on Go! (the Girlguiding membership system) and learning more about the section you work with.

- a) Log on to Go! and check that your contact details are correct.

Signed	Role
Name	Date

- b) Complete the 'Being a Leader' e-learning module or attend a training session for the section that you volunteer with.

Signed	Role
Name	Date

Module 2: Leadership

This module looks at different leadership styles and when you should use them, for example with girls of different ages.

- a) Observe the Leadership Team in your unit and identify the different ways they work with the girls.

Signed	Role
Name	Date



- b) Practise using an appropriate leadership style in the unit and talk this over with your Leader or supporter.

Signed	Role
Name	Date

- c) Discuss with your Leader or supporter what leadership style is appropriate with different age ranges/different girls.

Signed	Role
Name	Date

Module 3: Planning

This module allows you to demonstrate how well you know and understand the programme for the section you volunteer with. It will help you to make sure that the programme is right for the range of ages and abilities in your unit, that all girls take part in planning the programme, and that the activities are enjoyable for the girls.

Note: If you change the section you work with, you should repeat this module.

- a) Facilitate a Rainbow Chat, Brownie Pow-wow, Patrol Leaders' Council or any other suitable method of finding out what the girls would like to do, in order to gather ideas and suggestions, and to agree the programme content with the girls in the unit.

Signed	Role
Name	Date

- b) Take part in unit planning meetings and show evidence of your involvement.

Signed	Role
Name	Date

- c) Look at Girlguiding publications for the section you are working with and use them in planning and carrying out programme activities in the following clauses.
- Plan and carry out an activity that helps girls gain an understanding of the Promise and Law. This should be appropriate to the age of the members of the unit. You may wish to discuss this with one of the Leaders as part of your planning.
 - Plan and carry out two activities with your unit. Your two activities should cover different aspects of the programme for the section you are working with: Rainbows, Brownies or Guides.

Signed	Role
Name	Date

- d) Discuss the planning, delivery and evaluation of the above three activities with your Leader or supporter.

Signed	Role
Name	Date

Module 4: Working with girls

This module allows you to demonstrate that you understand the girls you work with and provide the best opportunities for them to grow and develop. Guiding treats everyone as an individual and aims to help each person fulfil her potential in a safe, girl-only environment. The programme for each section is designed to provide opportunities for girls to progress at their own pace and to have their achievements recognised.

- a) Explain to your Leader or supporter how girls have gained confidence, self-esteem and social skills over a term. Give examples to illustrate your observations.

Signed	Role
Name	Date

- b) Follow the progress of a particular girl in the unit over several weeks. Help her to carry out a challenge to achieve something she finds difficult. Explain to your Leader or supporter how you helped her achieve success.

Signed	Role
Name	Date

- c) Talk with your Leader or supporter about how the needs of individual girls can be met. For example, discuss how you could support an exceptionally able girl, one who is very shy, or a girl with a disability.

Signed	Role
Name	Date

- d) Help a girl in the unit, or a small group of girls, to find out about the section to which she/they can progress.

Signed	Role
Name	Date

Module 5: Local guiding

This module looks at the structure of guiding in your area and how it supports you.

- a) Discuss with your Leader or supporter the structure of guiding in your local area.

Signed	Role
Name	Date

- b) Help girls participate in an activity with girls from another unit. Afterwards, discuss with one of the Leaders how the activity went, your contribution to it and anything you might do differently.

Signed	Role
Name	Date



Module 6: Your role in guiding

This module is about showing you understand the Promise and Law, and your commitment to guiding.

- a) Discuss your understanding of the Promise and Law with an adult member of your choice.

Signed	Role
Name	Date

- b) When you are ready, make or renew your Promise with an adult member of your choice.

Signed	Role
Name	Date

- c) Explore other opportunities available to you as a member of The Senior Section on The Senior Section website, or speak to your Leader or supporter, and/or Adviser for The Senior Section, about local opportunities.

Signed	Role
Name	Date

Completion of Young Leader Qualification

Signed	Role
Name	Date

Appendix C: Mapping from the Young Leader Qualification to the Leadership Qualification

Many of the modules you will undertake as part of the YLQ count towards the LQ. If you decide to become a Girlguiding Leader and begin the LQ, you should check the table below to see what you have already completed.

When you are registered for the LQ you will be assigned a Mentor. When you meet your Mentor for the first time you should share with her your *Look Wider and More* book and any other evidence you have to support your YLQ.

Leadership Qualification	Where covered in the Young Leader Qualification
Module 1, part 2a	Module 3, part a
Module 1, part 2b	Module 3, part b
Module 1, part 2e	Module 2, parts a, b and c
Module 1, part 2f	Module 1, part b
Module 1, part 3a	Module 3, part c i
Module 1, part 3b	Module 3, part c ii
Module 1, part 3e	Module 3, part d
Module 1, part 4a	Module 4, part a
Module 1, part 4c	Module 4, part d
Module 2, part 1a	Module 6, part a
Module 2, part 1b	Module 6, part b
Module 2, part 3a	Module 5, part b

Advice on how to support young women who are relocating



We live in a very mobile society and young people often have to move area when they get their first job or go to college or university. If a Young Leader or Senior Section member relocates, it's important to do as much as possible to encourage her to stay involved with guiding, in both her home town and her new place.

If a young woman is leaving your unit, she may need some assistance in how to stay in touch with you while she is away and how to get in touch with new guiding contacts. If a member has just moved to your area, welcome her as a potential new volunteer. Moving to a new place can be an unsettling and difficult time for some young women, so a friendly welcome can mean a lot!

Guiding in home areas - help them move on (and stay involved!)

Moving away from home, meeting new people and joining new groups can be daunting. A young woman who is relocating may need plenty of encouragement to continue guiding in her new area. Let her know that it's a great way to gain new skills and to meet a ready-made group of friends with similar interests to her. Suggest she downloads *Staying involved when you move away – FAQs for young people* from the Retention section of the Project 50K web pages at www.girlguiding.org.uk.

If you're able to, put the young woman in touch with

her future Commissioner or local Leaders before she moves – it's often easier to join a new group if you've already made contact with the people involved. You could also help her to find out where and when units in her new area meet so it's not uncertain when she arrives. Encourage her to exchange emails or have a quick chat on the phone before she leaves home. If you don't have the necessary contact details for the new location, give Join Us a ring on 0800 1 69 59 01 or email join.us@girlguiding.org.uk and we can provide them for you.

Keep in touch!

At a time when everything is new for those who are relocating, continued contact with home guiding units and friends can provide much needed stability. Keeping a member updated about activities in her old unit, District and Division can help her feel that she is still valued and involved. Being welcomed back when she is home for visits, for example being asked to help at an event or camp, can mean a lot. Young women can also stay members of their home Senior Section group and attend when they are at home, even if they don't choose to participate in guiding activities in their new areas.

This is particularly true of students who have left for university, who are likely to be in the home area during holiday times, and may well be available to help out again. They could even continue to help out from a distance, for example by organising rotas, emailing or writing to parents of girls in their unit, or researching activities or days out. Many will be acquiring skills as they study (or from their new job) which could be useful, and their input of fresh ideas may re-enthuse everyone involved!



Guiding in new areas – welcoming young women

Bear in mind that not all young women will wish to take up guiding right away when they move, not least because there may be an abundance of new activities to try out! However, when young members move to a new area, away from friends and family, being able to continue being part of the guiding family can help make the transition easier – it helps young women make friends and gives them the opportunity to join in familiar activities. Getting in touch quickly with a young woman relocating to your area can help to make her feel welcome and enthusiastic about staying involved.

Be aware that a member may want to continue guiding in a different way to her previous involvement. It's worth having a chat to her to find out what she wants to do, so try not to push her into leadership roles (even if you're desperate!). She may have other time commitments with a new job or studies, and pushing someone to do too much could drive her away completely. Put her in touch with her local Senior Section group, or offer her a support role which isn't as demanding on her time and energy as being a unit Leader. Of course, many young women will want to remain as Leaders and dive straight in!

Freshers' Fairs

If you are in an area with a high student population, it is worth considering going to Freshers' Fairs to let existing members know about local guiding and to get

new recruits. You could also register with the college or university volunteering service, if there is one. It is helpful if one person in the County is the key contact for this, to ensure consistency and avoid confusion and duplication. Feedback from Counties who regularly attend Freshers' Fairs suggests that attending is a good source of new help and worthwhile doing especially if you can have students already involved with guiding on your stall.

SSAGO

Some colleges and universities have a Student Scout and Guide Organisation (SSAGO) which can provide a guiding link with students and may be a good contact with local units. Some units use SSAGO to provide Leaders for occasional cover or additional help for an event. To find out where there are SSAGO groups, visit www.ssago.org.uk.

Membership subscription

Members should have to pay their annual subscription only in one County, with their connection to guiding in another County recorded as appropriate.

What's worked for you?

Our young volunteers are a great asset to Girlguiding UK both today and for the future. If you have any suggestions, or tried and tested methods for keeping young volunteers involved when they relocate, please let Project 50K know so that others can benefit from your experiences. Just email us at project50k@girlguiding.org.uk.