



**THE BHARAT SCOUTS AND GUIDES**

Creating - Better India

# **STRATEGIC PLAN** **2024 - 2026**



# **BSG STRATEGIC PLAN 2024 - 2026**

## WORLD ORGANIZATION OF THE SCOUT MOVEMENT



### Mission Statement

The mission of Scouting is to contribute to the education of young people, through a value-based system based on the Scout Promise and Law to help build a better world where people are self-fulfilled as individuals and play a constructive role in society.

This is achieved by:

- Involving them throughout their formative years in a non-formal education process
- Using specific methods that makes each individual the principal agent in his or her development as a self-reliant, supportive, responsible and committed person
- Assisting them to establish a value based upon spiritual, social and personal principles as expressed in the Promise and Law

## WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS



**Vision:** All girls and young women are valued and take action to change the world.

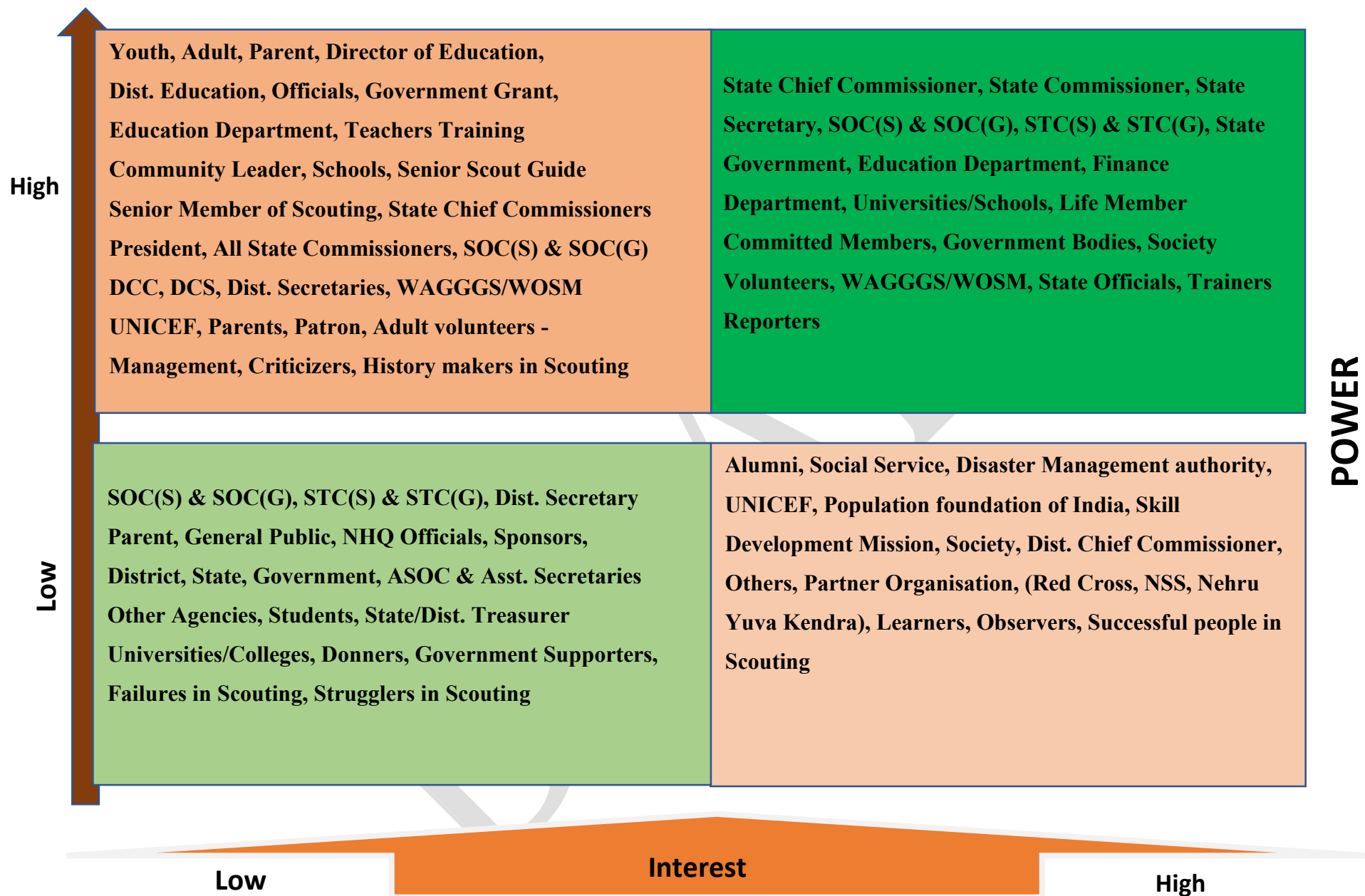
**Mission:** To enable girls and young women to develop their fullest potential as responsible citizens of the world.

**THE BHARAT SCOUTS AND GUIDES**  
**VISION STATEMENT**

**By 2034, The Bharat Scouts and Guides will be the leading educational movement for youth engagement embracing diversity and inclusion and offering safe space to its members, enabled by good governance and responsive to current trends for its continuous growth.**

## Stakeholders Analysis Sheet

1. State Chief Commissioner	19. Finance Department	39. DTC(S) & DTC(G)
2. Education Department	20. Director of Education	40. Dist. Secretary
3. Sports Department	21. District Education Officer	41. District Youth Member
4. State Government	22. Institutional Heads/Principal	42. Local Administration
5. Local Administration	23. District Association of BSG	43. Unit Leaders
6. All-State Commissioners	24. Trainers	44. Community Member
7. Districts Secretary	25. Social Service	45. UNICEF
8. Youth Member	26. State Chief Commissioner	46. Skill Development mission
9. Parents of S & G Youth Members	27. State Commissioner	47. Philanthropist
10. General Public	Scout/Guides	48. Teachers Training Institute
11. Adult Volunteers	28. State Secretary	49. NHQ Officials
12. State & Local Department	29. Asst. State Secretary	50. Life Member
13. Partner Org. School Clubs/ Colleges/Universities	30. SOC(S) & SOC(G)	51. Senior Scouts and Guides
14. NGOS, Rotary, RCC, WOSM WAGGGS	31. STC(S) & STC(G)	52. Committed Volunteers
15. Individual Industrialists	32. Asst. State Training Commissioner	53. President
16. Institutions	33. Asst. State Org. Commissioner	54. Vice President
17. Department of Youth	34. State Youth Member	55. Treasurer
18. Socially Influential persons like doctors, firefighters, Disaster management etc.	35. Media Coordinator	56. Other Agencies
	36. District Chief Commissioner	57. Red Cross
	37. Dist. Commissioner Scout/Guide	58. NSS
	38. DOC(S) & DOC(G)	59. Nehru Yuva Kendra



## SWOT ANALYSIS RESULTS

Internal		External	
Positive	Negative	Positive	Negative
Strength	Weakness	Opportunity	Threats
1. Regional Headquarters 2. Existing members of BSG 3. Training Centre 4. Existing Adult Leaders 5. Youth Programmes 6. Awards: Upa-Rashtrapati Award, Rashtrapati Certificate, Prime Minister Shield 7. Adventure centres 8. Quality trainers 9. Communication 10. Uniformed movement 11. No age bar, open to all 12. Our fundamental 13. Team spirit 14. Disciplined 15. Life Skill 16. Community Service 17. WOSM & WAGGGS Affiliation 18. Organizational structure 19. Infrastructure & training centres	1. Lack of Expert and innovation leaders 2. Lack of resources 3. Overburdened unit leaders 4. Lack of Well-equipped training centre 5. Rashtrapati Award 6. Lack of funds 7. Insufficient Competent trainers 8. Less no of Community-based scouting 9. Synergy between youth programme and adult in scouting 10. Less no of Participation in international events 11. Monitoring and evaluation is not systematic 12. Internal politics 13. Lack of visibilities to reach the public with a brand 14. Parallel organization 15. Less government support 16. Lack of incentives	1. Service & Natural Calamities 2. Diaspora community 3. social media & IT 4. Digitalization 5. Skill development activities 6. Partnership for development 7. Large youth population 8. New Education Policy 9. Government Schemes 10. National Govt. Award	1. Lack of Government attention 2. Political interference 3. Disasters & Calamities

	17. Frequently change in organizational rules 18. Lack of government grants 19. Lack of nutritious food in programmes 20. Unutilized real state properties 21. Difference between rules and executions 22. Lack of sustainable/ unit activities 23. Poor communications 24. No retention plan 25. No. of unit Leaders 26. Internal politics 27. Internal troublemakers 28. Lack of technology		
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## THE BHARAT SCOUTS AND GUIDES

### **Strategic Priorities:**

**Educational Method** - The Bharat Scouts and Guides ensures the delivery of attractive and effective youth programmes by competent Adult Leaders

**Governance** - To ensure Transparency, Responsiveness, Accountability, Financial Stability, Optimal Utilization and Development of Infrastructure, Efficiency within the Organisation through Effective Implementation of policies and rules at All Levels followed by Constant Monitoring, Evaluation and Timely Follow- up.

**Finance** - Review and strengthen the financial management system, ensure its efficient implementation and further explore financial resources to become self-reliant.

**Communication, Branding & Partnership** - Ensure implementation of robust communication strategy, creating BSG as a unique and vibrant Brand, enhancing visibility and attracting partnerships.

**Diversity & Inclusion** - BSG ensures and strives towards achieving diversity and inclusion of youth and adults across all levels of the organization.

**Membership Growth** - By 2034, BSG will be able to ensure the growth of boys and girls to reach 25 million members in the organization.

Priority No. 1 Education Methods			
<p>Strategic Priority: Educational Methods</p> <p>The Bharat Scouts and Guides ensure the delivery of attractive and stimulative youth programme by competent Adult Leaders</p>			
<p>Objective: 1 – To ensure implementation of the National Adult Resources Management Policy (NARMP) at all levels by March 2026.</p>		<p>KPIs:</p> <ul style="list-style-type: none"> <li>• All National Level Office Bearers are fully aware of BSG NARMP</li> <li>• NARM Committee formation at all levels</li> <li>• NARP Handbook published</li> <li>• 07 Capacity Building workshops organized</li> <li>• ARMP is implemented until Unit Level.</li> </ul>	
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
1.1.1 Develop the NARMP handbook and disseminate it at all levels.	JDS	January 2025	
1.1.2 Conduct Capacity Building Workshop for National level Officials	DDSLT	May 2025	
1.1.3 Conduct Capacity Building workshops at the Regional level for state-level officers.	DDSLT	August 2025	
1.1.4 State Association to ensure the formation of State/ District Adult Resources Management Committee.	DDSLT	December 2025	
1.1.5 Annual monitoring and evaluation of Implementation of NARMP, and submission of progress report to council	JDS	December every year	

Objective: 2 – The curriculum of all Adult Leaders training courses is to be aligned with the revised youth program by the end of March 2025.	KPIs: <ul style="list-style-type: none"> <li>• Revised Scheme of Training available.</li> <li>• A Pool of Subject experts is formed</li> <li>• All STCs are oriented on revised SOT</li> <li>• Training Handbook is updated as per the revised SOT</li> </ul>		
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
1.2.1 Organize a National Level Training Team workshop at NTC by the 3 <sup>rd</sup> quarter of 2024 to review the Scheme of Training (SOT) based on the revised youth program.	DDSLT & DDGLT	3 <sup>rd</sup> quarter of 2024 or immediately after the finalization of the Youth programme as the case may be	
1.2.2 Organize retreat workshop to review and finalize the draft SOT	DDSLT & DDGLT	October 2024	
1.2.3 Draft revised scheme of training is placed before the National Rules Committee and further to the National Executive Committee, and National Council for approval.	JDS	November 2024	
1.2.4 Print & disseminate revised SOT	JDSS	2 <sup>nd</sup> quarter 2025	
1.2.5 Form a National Team of Subject Experts	DDSLT & DDGLT	April 2025	
1.2.6 Organize Capacity building workshop of STCs of the respective wings at NTC	DDSLT & DDGLT	May 2025	

<p>Objective: 3 - Ensure the conduct of the desired number of adult training courses annually aligned with the National Membership Growth Strategy.</p>	<p>KPIs: Following Trg. courses are conducted in both wings</p> <ul style="list-style-type: none"> <li>• 5320 Beginners (266000 new UL)</li> <li>• 8866 Basic Training</li> <li>• 550 Adv Training</li> <li>• 150 HWB Training</li> <li>• 30 Pre-ALT Training</li> <li>• 20 ALT Training</li> <li>• 10 LT Training</li> <li>• 25 Basic &amp; Adv Commissioners Courses each is conducted</li> <li>• 25 Specialized courses are conducted which include Secretaries, Organizers, BI&amp;BE, TC etc.</li> <li>• Availability of course-related literature.</li> </ul>		
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
1.3.1 Coordinate with Growth Cell to have the updated target for the year 2023-2026	DDSLT & DDGLT	December - Annually	
1.3.2 Courses are planned Annually by NTC as per the requirement aligning with the membership growth.	DDSLT & DDGLT	January- Annually	
1.3.3 Ensure the availability of handouts and literature for all the courses in Hindi and English.	DDSLT & DDGLT	March 2024	
1.3.4 Inform State Associations about the Annual Adult Leader Training Courses targeted	DDSLT & DDGLT	January- Annually	
1.3.5 The proposed schedule of Annual Adult leaders training courses is placed before the National	JDS & JDG	March - Annually	

Training Committee and National Executive Committee.				
1.3.6	Schedule of Adult courses is announced to promote participation by states.	DDSLT & DDGLT	January - Annually	
Objective: 4 – Revised Youth Programme is implemented from December 2024		KPIs: <ul style="list-style-type: none"> <li>• Task Group is formed</li> <li>• Revised Youth Programme is ready for implementation.</li> <li>• Leaders at all levels are oriented.</li> <li>• Capacity Building Workshop at National Level conducted</li> <li>• At least 30 states have conducted Workshops</li> <li>• Literature related to Youth Programme is available</li> </ul>		
Action Plan		Who (Key Person)	When	Expected Outcome/ Results
1.4.1	Form a Task Group to review APRO-II & III	JDS & JDG	By September 2023	
1.4.2	Consultation of WOSM/WAGGGS through Service Request is obtained	JDS & JDG	October 2023	
1.4.3	Drafts of the Revised APROs placed before the National Council for approval.	JDS	November 2023	
1.4.4	Print the revised APRO-Part II /III and disseminate it to all the stakeholders	SSO	January 2024	
1.4.5	Ensure availability of literature related to Youth Programme activities in Hindi and English (for the current programme)	JDS & JDG	March 2024	
1.4.6	Conduct National level Capacity Building workshop of SOCs of respective wings to orient on the revised youth program for further implementation by Sept/Oct 2024	JDs	February 2024	
1.4.7	State associations to conduct state-level Capacity Building workshops for DOCs to	JDs	Starting March 2024	

orient on the revised youth program by March 2025.			
Objective: 5 –Conduct annually, national level youth activities focusing on Advancement Scheme, National priorities, WOSM and WAGGGS initiatives as approved by the National Executive Committee	KPIs: <ul style="list-style-type: none"> <li>• Three Youth Activities focused on Environment / Climate Change are conducted.</li> <li>• Two National Integration Camps / Cultural Exchange Programmes are conducted.</li> <li>• Two Disaster, Management training courses, Yoga Training / Fest, Skill Training, SDG Workshop / Seminar, WOSM &amp; WAGGGS Initiatives are conducted.</li> <li>• Important Day Celebrations are observed.</li> <li>• JOTA/JOTI, International Day of Peace are conducted.</li> <li>• Annual Schedule of Events is implemented, evaluated and assessed.</li> </ul>		
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
1.5.1 Proposal to suggest youth activities are invited from National Youth Committee and regional offices.	JDS	By December Annually	
1.5.2 Proposed activities are consolidated, and a draft schedule of annual events is prepared at National Headquarters	JDS	By January Every year	
1.5.3 Proposed draft schedule of annual events is placed before the National Programme Committee and further to National Executive Committee	JDS	By January - March every year	
1.5.4 Annual schedule of youth activities is disseminated to the State Associations to ensure participation.	JDS	March-April every year	
1.5.5 Events are conducted and evaluated as per SOP.	JDS & JDG	Ongoing process	

1.5.6	Events are evaluated, their impact is assessed after 6 months of the year and reports are submitted accordingly	JDS & JDG	Ongoing process	
1.5.7	Efforts to be made towards BSG participation in Ceremonial Republic Day Parade at Kartvyapath New Delhi on 26 <sup>th</sup> January, annually	JDS	Starting January 2024	
Objective: 6 - By March 2024, State Youth Committees are formed in all State Associations		KPIs: <ul style="list-style-type: none"> <li>State youth committees are formed.</li> <li>List of committee members is made available at all levels</li> </ul>		
Action Plan		Who (Key Person)	When	Expected Outcome/ Results
1.6.1	Reminder circulars are disseminated from NHQ to the state associations for the formation of the youth committee.	JDS	January 2024	
1.6.2	Extend support, as needed from National Headquarters.	JDS	January 2024	
1.6.3	Members of the youth committee are nominated in the decision-making bodies at the National, State & District levels as per rules.	JDS	February 2024	
Objective: 7 – Develop section-wise handbooks on the youth programme as a supplement to APRO II / APRO III by April 2026 and youth programme Advancement Scheme booklet for both the wings to be published separately		KPIs: <ul style="list-style-type: none"> <li>Section-wise Advancement Scheme for both wings is published.</li> <li>In line with the Youth Program the existing books have been revised.</li> </ul>		
Action Plan		Who (Key Person)	When	Expected Outcome/ Results

1.7.1	Form a Task Group from among the members of the Programme Committee and experts to draft the Programme Handbook	DDBP & DDGP	February 2024	
1.7.2	Develop and launch a new program handbook on the youth program for the beneficiaries section-wise.	DDBP & DDGP	March 2025	
1.7.3	Print the said handbooks and make them available to all stakeholders.	JDSS	June 2025	
Objectives: 8 - Celebrate the Diamond Jubilee of the Bharat Scouts and Guides launching on 7 <sup>th</sup> November 2024 and concluding in January 2026		KPIs: <ul style="list-style-type: none"> <li>• Diamond Jubilee celebration plan is in place</li> <li>• Diamond Jubilee is Launched on 7<sup>th</sup> Nov 2024</li> <li>• Diamond Jubilee Celebration plan is implemented at all levels.</li> </ul>		
Action Plan		Who (Key Person)	When	Expected Outcome/ Results
1.8.1	Form a task group at the National Level to plan the Diamond Celebrations including programme and activities, design Logo, Souvenirs etc of The Bharat Scouts and Guides launching on 7 <sup>th</sup> Nov 2024	Director	January 2024	
1.8.2	Invite programme ideas from Stakeholders towards celebrating the Diamond Jubilee of Jamboree	Chairman Task Group	February 2024	
1.8.3	Finalized proposed programme and activities to commemorate Diamond Jubilee Celebrations are submitted by the task group to the National Executive Committee for approval	Chairman Task Group	August 2024	
1.8.4	States are advised with proposed activities and guidelines to celebrate Diamond Jubilee at State and Local levels.	JDS	August 2024	

1.8.5	Launching ceremony of Diamond Jubilee celebration of BSG	JDS	7 <sup>th</sup> November 2024	
Objective: 9 – Organize the First World Guide Jamboree together with the 19 <sup>th</sup> National Jamboree to commemorate the Diamond Jubilee of The Bharat Scouts and Guides with a maximum of 40,000 participants including 5,000 overseas participants by the end of December 2025.			KPIs:	
			<ul style="list-style-type: none"> <li>First World Guide Jamboree with 19<sup>th</sup> National Jamboree is conducted with 40,000 participants.</li> </ul>	
	Action Plan	Who (Key Person)	When	Expected Outcome/ Results
1.9.1	Proposal to host with a request for approvals is submitted to World Bodies of WAGGGS to permit BSG to host First World Guide Jamboree.	Director	April 2023	
1.9.2	Bids are invited from the State Associations interested to host the Jamboree.	JDG	January 2024	
1.9.3	Bid proposals are placed before the competent authority / appropriate committees.	JDG	July-August 2024	
1.9.4	Host State Association submits Government Approvals and budget allocation approvals to the National Head Quarters.	JDG	December 2024	
1.9.5	Jamboree site is finalized and the site layout plan is prepared.	JDG	March 2025	
1.9.6	Jamboree information bulletin number-1 with circulars is disseminated to the State Associations to promote participation.	JDG	April 2025	
1.9.7	Kick-off – the Development of the Jamboree Site.	JDG	April 2025	
1.9.8	Regular monitoring and evaluation as well as meetings, site visits by the officials of SHQ/NHQ/State Govt. are actively progressed at regular intervals.	JDG	May 2025	

<b>1.9.9</b>	National Program Committee Meeting is organized in the proposed jamboree site.	JDG	September - October 2025	
<b>1.9.10</b>	Organise Jamboree, monitor and evaluate its impact.	SHQ/NHQ	December 2025	
Objective: 10 – Promote at least 150 Adventure Programmes annually for the youth and attract young people to join the movement as part of the membership growth strategy starting June 2024.		KPIs: <ul style="list-style-type: none"> <li>• Department is established with a competent head.</li> <li>• Business plan is implemented.</li> <li>• 10,000 young people have benefitted annually.</li> </ul>		
Action Plan		Who (Key Person)	When	Expected Outcome/ Results
<b>1.10.1</b>	Establish an Independent Adventure Department including a Marketing Manager, trained instructors and supporting staff to further strengthen the Adventure institutes in engaging the larger number of youth in the adventure programme.	Director	January 2024	
<b>1.10.2</b>	Develop a business plan ensuring the increase in the engagement of youth people in the existing adventure institutes and establishing new institutes/locations.	Project Officer	January - February 2024	
<b>1.10.3</b>	Business plans are placed before the competent authority for approval.	Project Officer	March 2024	
<b>1.10.4</b>	Implementation of the Business Plan	Project Officer	April 2024	
<b>1.10.5</b>	Regular monitoring and quarterly evaluation of Business Plan implementation status to be reviewed.	JDS	Ongoing	

Objective: 11 – Sea/Air Scouting & Guiding, to be promoted as Auxiliary Units of BSG with proper policy starting April 2024.	KPIs: <ul style="list-style-type: none"> <li>• 03 Auxiliary Units started working</li> <li>• Policy documents developed</li> </ul>		
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
1.11.1 Develop draft Policy and place for approval	JDS/JDG	January 2024	
1.11.2 Print Policy document and disseminate	SSD	March 2024	
1.11.3 Explore new Units and Affiliate with NHQ	DDBP/DDGP	August 2024	
1.11.4 Issue Charter	Director	December 2024	
1.11.5 Organize Capacity Building for Adult Leaders	DDSLT/ DDGLT	April 2025	
1.11.6 Commencement of Unit Meetings & delivery of youth programme	U. L.	June 2025	

Priority No. 2 Governance

Strategic Priority: Governance

To ensure Transparency, Responsiveness, Accountability, Optimal Utilization and Development of Infrastructure, Efficiency within the Organisation through Effective Implementation of policies and rules at All Levels followed by Constant Monitoring, Evaluation and Timely Follow- up.

Objective :1 - Establish good governance in the organization to meet the present needs, review the present structure and other elements by the end of July 2024.

KPIs:

- Governance Committee is formed.
- Structure is revised and implemented
- Appraisal is accomplished.

Action Plan		Who (Key Person)	When	Expected Outcome/ Results
2.1.1	Form a Task Force consisting of technical experts should be formed who will deal with the subject.	Executive Director	January 2024	
2.1.2	Task Force to review the existing structure of the organization.	Executive Director	April 2024	
2.1.3	Fill up the vacant positions in the revised structure.	Executive Director	June 2024	
2.1.4	Task Force to implement the changes suggested during the review process.	Executive Director	July 2024	

<p>Objective-2: To collate and maintain the documentation of all existing infrastructure (NHQ/SHQ/DA/LA) by the end of December 2024 and perform standard analysis of existing campsites and training centers. Alignment of selected centres to International Standards by the end of December 2025.</p>		<p>KPIs:</p> <ul style="list-style-type: none"> <li>Assets documents available at NHQ.</li> <li>Selected Training Centres upgraded.</li> </ul>	
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
2.2.1 Establish a BSG Estate Management Task Force with a task for accomplishing the objectives.	Executive Director	June 2024	
2.2.2 Committee to collect and list down all the real estate properties containing the details of ownership documents, blueprints, and stock details.	Executive Director	November 2024	
2.2.3 To analyze the existing situation of training centers and campsites through blueprints and stock details.	Executive Director	January 2025	
2.2.4 To prepare a variance report to understand the extent of the feasibility of upgradation or reconstruction.	Executive Director	September 2025	
2.2.5 To sign the MoU with the state organizations with selected centres to upgrade it to International Standards.	Executive Director	November 2025	
2.2.6 Undertake the development project together with the host state as per the MOU signed.	Executive Director	December 2025	
2.2.7 Periodical review of the development progress and submission of the report to the stakeholders.	Executive Director	As applicable	
2.2.8 By the end of the project, review a. The BSG Real Estate assets throughout the country. b. On the selected centres development assessment of the outcomes of the Project.	Executive Director	December 2026	

<p>Objective-3: By October 2025, adopt and implement the amended rules to ensure efficiency in the functioning of the organization.</p>		<p>KPIs:</p> <ul style="list-style-type: none"> <li>• Amended rules are implemented.</li> <li>• Assessment report is available on how the rules are impacting the functioning of the Organization.</li> </ul>	
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
<p>2.3.1 Revise the Rules Book integrating extracts from APRO Part I, II and III aligning as follows:</p> <p>a. Rules Book to consist of complete information from National Association to Unit Level.</p> <p>b. APRO Part I to be integrated with Rules Book.</p> <p>c. APRO Part II and Part III are to be replaced by programme books, wing-wise and section-wise.</p>	Director	June 2024	
2.3.2 Assessment of the implementation process of BSG Rules	Executive Director	June 2024	
2.3.3 Based on the assessment report as in Action 1, develop a strategy for effective implementation of existing rules throughout the Organization.	Executive Director	September 2024	
2.3.4 Monitor the progress on the implementation of the rule and produce half-yearly reports and submit them to the Executive Committee.	Executive Director	November 2024	
2.3.5 Annual Assessment by a small assessment team appointed by the CNC to assess the impact on the efficiency in the functioning of the Organization as a result of the application of amended rules.	Executive Director	January 2025	

2.3.6	Incorporate the new policies wherever required in the rules books of the Organization.	Executive Director	January 2025	
Objective-4: To develop a system of assessment for the functioning of all committees at all levels by the end of December 2025.			KPIs: • Assessment document is available.	
	Action Plan	Who (Key Person)	When	Expected Outcome/ Results
2.4.1	To review/develop the existing performance assessment system for Committee.	CNC	June 2024	
2.4.2	Share the proposed assessment system with the Chair of the Committees and all the members of those committees for further input.	Executive Director	January 2025	
2.4.3	Revise the assessment system including the inputs received and propose the same to the NEC for approval.	Executive Director	November 2025	
2.4.4	Application of the performance assessment of all committees	Executive Director	February 2025	
2.4.5	Review of the performance assessment outcomes by the Chief National Commissioner.	Executive Director	Ongoing	
2.4.6	Post-assessment actions as proposed in the system and advised by the CNC.	Executive Director	Half-yearly	
Objective-5: To review the recruitment and Staff Service Rules of BSG by the end of June 2024.			KPIs: • Revised Staff service conduct rules are available for implementing • Recognition and Decorations for full-time professionals are included	
	Action Plan	Who (Key Person)	When	Expected Outcome/ Results

2.5.1	To review and update the existing Recruitment and Staff service (condition) rules of BSG by the HR expert team	Executive Director	April 2024	
2.5.2	Revised Recruitment and Staff Service Rules of BSG to be placed before NEC for approval.	Executive Director	June 2024	
2.5.3	Implementation of the revised Recruitment and Staff Service Rules of BSG	Executive Director	January 2025	
<p>Objective-6: To establish a system of monitoring and evaluation for the programs and training for their timely delivery, participation and impact created, starting from the year April 2024.</p>			<p>KPIs: 1. Monitoring and evaluation framework is available. 2. Qualitative improvement in the conduct of activities.</p>	
Action Plan		Who (Key Person)	When	Expected Outcome/ Results
2.6.1	The task force to prepare monitoring and evaluation framework including the criteria for impact assessment	Executive Director	July 2024	
2.6.2	All activities conducted, are to be evaluated and the reports are submitted to the appropriate authority, compiled reports to reach NHQ quarterly.	Executive Director	August 2024	
2.6.3	Taskforce to analyze the Evaluation and assessment received and give feedback to respective states/leaders	Executive Director	January 2025	
2.6.4	Annually assess the progress on the areas that needed attention and improvement towards quality enhancement.	Executive Director	February 2025	
2.6.5	Collect documents from the State Associations in regard to various incentives and benefits extended to Scouts / Guides /Rovers / Rangers and Adult Leaders	Executive Director	February 2025	

2.6.6	Documents on various incentives are consolidated in the form of a booklet, printed and disseminated to the states.	Executive Director	February 2025	
Objective-7: To host the WAGGGS 15 <sup>th</sup> Asia Pacific Regional Conference, 2025 by the end of November 2025.		KPIs: <ul style="list-style-type: none"> <li>15<sup>th</sup> Asia Pacific Regional Conference is successfully hosted.</li> <li>Successfully hosted the FAPW gathering</li> <li>Young Women's pre-event successfully hosted</li> </ul>		
Action Plan		Who (Key Person)	When	Expected Outcome/ Results
2.7.1	Host organizing committee to be formed for planning, programme & logistics support.	JDG	April 2024	
2.7.2	Host committee to develop the plan to conduct the event.	JDG	May 2024	
2.7.3	Signing of MoU	JDG	May 2024	
2.7.4	Logistic support to be given for Hosting the Young Women's Pre-event	JDG	November 2025	
2.7.4	Logistic support to host the FAPW gatherings	JDG	November 2025	
Objective-8: Formulate and implement the Member Protection Policy of BSG at all levels by the end of January 2025.		KPIs: <ul style="list-style-type: none"> <li>MPP is available.</li> <li>Implementation of Member Protection Policy</li> </ul>		
Action Plan		Who (Key Person)	When	Expected Outcome/ Results
2.8.1	Prepare Draft of Member Protection Policy of BSG	Executive Director	August 2023	

2.8.2	Draft policy to be placed before the National Executive Committee & National Council.	Executive Director	November 2023	
2.8.3	Dissemination and Implementation of the Policy	Executive Director	January 2025	
Objective-9: Ensure all policies of The Bharat Scouts and Guides are regulated across the organization starting January 2025.			KPIs: <ul style="list-style-type: none"> <li>Good Governance is strengthened across the Organization.</li> </ul>	
Action Plan		Who (Key Person)	When	Expected Outcome/ Results
2.9.1	Develop Terms of Reference for the Regulatory team and form the team accordingly.	Executive Director	January 2024	
2.9.2	Information on legal matters is circulated to all departments to avail the services of this team on legal and arbitration matters related to their departments.	Executive Director	January 2025	
2.9.3	Annual Assessment of policy implementation within the Organization.	Executive Director	December 2025 ongoing	
Objective-10: Ensure the establishment of a Disaster Management Cell with trained personnel at all levels by January 2024			KPIs <ul style="list-style-type: none"> <li>Disaster Management Cell established at all levels.</li> <li>Teams are ready to support the community during times of need.</li> </ul>	
Action Plan		Who (Key Person)	When	Expected Outcome/ Results
2.10.1	Establishment of Cell at all Levels.	Executive Director	January 2024	
2.10.2	Reach out to the states in enhancing Disaster Cell	Executive Director	December 2024	
2.10.3	Train personnel on Disaster Management at all levels.	Executive Director	April 2025	

2.10.4 Monitor and evaluate on a quarterly basis.	Executive Director	Ongoing Process	
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Priority No. 3 Finance			
Strategic Priority: Finance Review and strengthen the financial management system, ensure its efficient implementation and further explore financial resources to become self-reliant.			
Objective-1: To formulate the financial management policy of BSG by the end of March 2024.		KPIs: Financial policy is available.	
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
3.1.1 Prepare Draft policy.	Executive Director	July 2024	
3.1.2 Draft policy to be placed before the committees/council for approval.	Executive Director	November 2024	
3.1.3 Dissemination and Implementation of the Policy.	Executive Director	January 2025	
Objective-2: To generate at least 15 crore rupees annually starting from April 2024 and ensure its purposeful utilization.		KPIs: <ul style="list-style-type: none"> <li>Strong financial management system is applied.</li> <li>Targeted amount is generated</li> </ul>	
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
3.2.1 To analyse the existing annual sources of income	Executive Director	November 2024	

3.2.2	Strengthen the existing sources and prepare a strategy to ensure that the expected amount is realized annually.	Executive Director		
3.2.3	To ensure the collection of IRF and its dues from the States annually.	Executive Director		4,00,00,000
3.2.4	Organize annually 20 "Friends to BSG" campaigns in states			1,00,00,000
3.2.5	Connect to corporate sectors promoting "Friends to BSG" and CSR			1,00,00,000
3.2.6	At least 40 Lakhs stickers to be given to the states for Flag Day Contribution.			2,00,00,000
3.2.7	At least 150 adventure programmes to be conducted annually to ensure the participation of 15000 nos			1,50,00,000
3.2.8	The National Training Centres and other training centres to be provided for camping giving due promotion			10,00,000
3.2.9	Pot Project at NTC, NYC @ 1000/-			10,00,000
3.2.10	NCTC-New Ashok Nagar campsite to be utilized for revenue generation			10,00,000
3.2.11	Explore new schemes from the Government of India for Scouting Guiding and Administrative Grant			
3.2.12	To get more skill development projects from DDUGKY / PMKVY / MD Schemes			
3.2.13	Promotion areas to be explored to generate funds from advertisement and sponsorship for publications, circulations, websites, and social sites.			10,00,000

3.2.14	Welfare fund @350/- for 10000 to be collected from the events			35,00,000
3.2.15	By Equipment sale @20%			4,00,00,000
3.2.16	Appoint a competent Estate Manager who will promote the business development on the real estate of BSG	Director	May 2024	
3.2.17	Develop a business development plan for the real estate properties of BSG	Director	September 2024	
3.2.18	Monitor regularly and submit the report to Director every month.	Assigned employees/ Professional	Monthly	
				15,15,00,000
Objective-3: Raise 100 crores through a fundraising drive to create a corpus fund of 100 crores starting from April 2024.			KPIs: <ul style="list-style-type: none"> <li>Elite donors identified</li> <li>100 Crore Corpus fund generated</li> </ul>	
	Action Plan	Who (Key Person)	When	Expected Outcome/ Results
3.3.1	Identify the elite donors and prepare a contact list.	Executive Director	September 2024	
3.3.2	Profiling of individual donors in order to decide the approach strategy and financial capability	Executive Director		
3.3.3	Prepare necessary documents for acquiring the donations.	Executive Director	November 2024	
3.3.4	Connect/approach the donor and finalize the donation	Executive Director		
3.3.5	Upon receiving donations, plan for expressing gratitude and 'thank you' to the donors.	Executive Director	May 2025	

<b>Objective-4:</b> BSG equipment store to generate 20 crores annually starting January 2024 and increase its beneficiaries proportionate to the membership of BSG.		<b>KPIs:</b> <ul style="list-style-type: none"> <li>Supply Service business plan is formulated that is leading SSD in catering to the needs of stakeholders, achieving the set target.</li> </ul>	
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
3.4.1 Organize a consultation meeting with key states to discuss the major challenges and how BSG Shop can cater to their needs.	Executive Director	Annually	
3.4.2 Plan to be made to specify the areas to increase the sales with present and modified items.	Executive Director	January 2024	
3.4.3 Promotion and marketing guidelines to be created for new merchandise.	Executive Director	February 2024	
3.4.4 Upgrade the current infrastructure facilities available at the department by enhancing the automation system and effective functioning of the department	Executive Director	February 2024	
3.4.5 Create and develop a sales team to reach out the customers to maximize the business	Executive Director	April 2024	
3.4.6 Prepare attractive merchandise and gift items for the major celebrations in 2025	Executive Director	Starting September 2024	
3.4.7 Create a discount policy looking into various trends in the market.	Executive Director	April 2024	
3.4.8 BSG Scout shops must be installed in each large state events	Executive Director	Ongoing process	
3.4.9 Create innovative and trendy merchandise on a quarterly basis	Executive Director	January 2024	
3.4.10 Brand protection to be acquired and once acquired, necessary actions to be taken on fake suppliers.	Executive Director	January 2024	

3.4.11	Develop dealership concept and appoint dealers in large cities.	Executive Director	April 2024	
3.4.12	Education Method team to connect with state teams encouraging them for use of correct uniform and accessories.	Executive Director	Ongoing process	

Priority No. 4 Communication, Branding and Partnership

Strategic Priority: Communication, Branding and Partnership

Ensure implementation of robust communication strategy, creating BSG as a unique and vibrant Brand, enhancing visibility and attracting partnerships.

Objective: 1 - Review and update the existing communication policy at the National level and implement the same across all levels by Dec 2025.		KPIs: <ul style="list-style-type: none"> <li>BSG Communication policy is ready.</li> <li>Implemented across the country</li> </ul>		
Action Plan		Who (Key Person)	When	Expected Outcome/ Results
4.1.1	Form a communication and partnership Task Force with experts in respective areas.	JDSS	January 2024	
4.1.2	Identify the existing tools used by BSG and additional available tools that can be adopted by the BSG for smooth communication.	JDSS	March 2024	
4.1.3	Review the existing BSG Communication Policy and finalize the draft	JDSS	October 2024	
4.1.4	After approval, circulate the policy to all the state associations.	JDSS	March 2025	
4.1.5	For effective implementation of communication policy, conduct a National Level Workshop by	JDSS	April 2025	

inviting State associations' communication persons.			

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Objective: 2 – Establish a strong communication team supported by competent professionals by January 2024 ensuring effective implementation of communication strategy and related policy.		KPIs: <ul style="list-style-type: none"> <li>• Job Descriptions are available.</li> <li>• Competent Professionals are appointed.</li> </ul>	
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
4.2.1 Establish Communication Department at NHQ. Develop Terms of Reference / Job Descriptions for the department and personnel.	JDSS	January 2024	
4.2.2 Appoint personnel at the communication department as stated in the Terms of Reference	JDSS	February 2024	
4.2.3 Procure necessary Equipment & Infrastructure for digital production.	JDSS	March 2024	
4.2.4 Regular Maintenance and monitoring of the OYMS Portal and BSG Website.	JDSS	Ongoing	
Objective: 3 – Strengthen the image of The Bharat Scouts and Guides by maximizing usage of print and electronic media, starting from January 2024		KPIs: <ul style="list-style-type: none"> <li>• Building a stronger image of The Bharat Scouts and Guides</li> </ul>	
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
4.3.1 Appoint Social Media Correspondents (Volunteers) at State and District levels.	JDSS	January 2024	
4.3.2 Conduct capacity building workshop for volunteers on mass media and promotional strategy.	JDSS	September 2024	
4.3.3 Develop a plan for engaging young people and leaders in posting action stories.	JDSS	September 2024	

4.3.4	Promote social media icon awards, Short film-making competitions etc.	JDSS	September 2024	
4.3.5	Design creative content, posters and E-Newsletters.	JDSS	On-going	
4.3.6	Create animated video content, Short films & Documentary and promote film festivals	JDSS	On-going	
4.3.7	Advertisements on Social Media platforms, BSG News Channel, print and electronic media regularly	JDSS	On-going	
Objective: 4 – Develop BSG Partnerships Policy, procedures and tools to work with Government, sister organizations and Corporate Sectors on partnership projects by January 2025.			KPIs: <ul style="list-style-type: none"> <li>The Partnership policy is readily available</li> </ul>	
Action Plan		Who (Key Person)	When	Expected Outcome/Results
4.4.1	Develop Partnership policy, procedures and tools.	JDSS	June 2024	
4.4.2	Approval of the policy by the National Executive Committee/National Council.	JDSS	November 2024	
4.4.3	Disseminate the Policy to all the BSG associations for implementation.	JDSS	January 2025	

Objective: 5 – Identify potential partners and sign at least two new MOUs annually. Ensure partnerships with Government, Development Agencies, other potential NGOs and partners for ensuring resource support by December 2024.		KPIs: • BSG engaged with multiple partners on projects leading towards achieving the vision.	
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
4.5.1 Identify, consolidate, shortlist and prioritize potential partners to initiate communication.	JDSS	March 2024	
4.5.2 Explore areas of collaboration and submit the letter of intent (LOI) to potential partners	JDSS	July 2024	
4.5.3 Signing Memorandums of Understanding (MOU)	JDSS	December 2024	
4.5.4 Execute project with partners, monitor and periodical assessment.	JDSS	Quarterly	
4.5.5 Project closure evaluation, reporting & partnership assessment.	JDSS	As applicable	

Objective 6. Formulate BSG Brand Management policy and circulate it to all stakeholders.		KPIs: • BSG Brand Policy is available at all levels.	
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
4.6.1 Formulate Brand Management Policy	JDSS	April 2024.	
4.6.2 Review and update the existing brand manual	JDSS	April 2024	
4.6.3 To submit the policy to the National Executive Committee & National Council for Approval.	JDSS	November 2024	

4.6.4	Approved Brand Management Policy to be circulated at all levels together with the Brand Manual	JDSS	January 2025	
4.6.5	At the National Level all communication channels, presentations, events etc are synchronized with BSG Brand.	JDSS	April 2025	
4.6.6	Complete workshops/webinars with key leaders of states on Branding Policy & Management.	JDSS	December 2024	
4.6.7	Process for Intellectual Property Protection to be completed.	JDSS	December 2024	
Objective 7. Implement Brand Policy by December 2025 and ensure its reach at all Levels			KPIs: • BSG Brand is established across the country.	
Action Plan		Who (Key Person)	When	Expected Outcome/ Results
4.7.1	Capacity Building of state officials and other stakeholders on the usage of Brand and nomination of a young technical person in further cascading to grassroots levels.	JDSS	February 2025	
4.7.2	Create awareness on the use of the BSG Brand and continuous monitoring of its usage in compliance with the brand manual, starting April 2024	JDSS	April 2025	
4.7.3.	Awareness at National Level Youth Programmes and Adult Leaders Trainings	All Professionals	From January 2025 till	

		December 2026		
4.7.4	Publish the Brand Manual and make it available in Supply Service Department	JDSS	on or before January 2025	
4.7.5	Workshop with Responsible Persons of the State Associations	JDSS	By April 2025	
Objective 8. Conceptualize and host at least one Flagship event for launching BSG Brand by December 2025		KPIs: <ul style="list-style-type: none"><li>• BSG Brand launched.</li></ul>		
Action Plan		Who (Key Person)	When	Expected Outcome/ Results
4.8.1	To identify the kind of event and develop a concept paper	JDSS	April 2025	
4.8.2	Prepare flagship event plan and submit for approval	JDSS	August 2025	
4.8.3	Planning of the Event	JDSS	September 2025	
4.8.4	To Promote the event on print, electronic and social media platforms.	JDSS	From September 2025	
4.8.5	To Conduct the flagship event	JDSS	December 2025	
4.8.6	Review and Report	JDSS	February 2026	

Priority No. 5 Diversity & Inclusion			
Strategic Priority: Diversity & Inclusion			
BSG ensures and strives towards achieving diversity and inclusion of youth and adults across all levels of the organization			
Objective: 1 -To evaluate the present status of BSG in terms of Diversity and Inclusion and identify areas for improvement by April 2025.		KPIs: <ul style="list-style-type: none"> <li>BSG based on the survey has identified the diverse communities that need special attention.</li> </ul>	
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
5.1.1    Constitute a National Level task force for Diversity and Inclusion.	JDSS	March 2024	
5.1.2    Identify the unreached areas by the Task Force	JDSS	April 2024	
5.1.3    Based on the identified area, prepare a set of questionnaires (in English, Hindi & other Regional languages) to find out the challenges for inclusion.	JDSS	June 2024	
5.1.4    Circulate the questionnaire	JDSS	July 2024	
5.1.5    Conduct a survey for the targeted groups.	JDSS	January 2025	
5.1.6    Consolidate data and analyze the results of the Questionnaire to ascertain the areas	JDSS	March 2025	
5.1.7    Develop a plan for capacity building to involve unreached people/areas.	JDSS	April 2025	
5.1.8    Implement the plan in the areas within the available resources.	JDSS	October 2025	

Objective: 2 - Develop recruitment strategies to reach out to at least 3 targeted areas including marginalized and underrepresented groups by Dec 2025.		KPIs: <ul style="list-style-type: none"> <li>Recruitment strategy is ready.</li> <li>Three units in diverse and marginalized areas registered.</li> </ul>	
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
5.2.1 Draft strategy to enroll more diverse members, including marginalized and underrepresented groups.	JDSS	March 2025	
5.2.2 Partner with organizations that represent diverse communities to reach out to potential members.	JDSS	July 2025	
5.2.3 Offer training and support to existing members to create a welcoming and inclusive environment for new members from diverse backgrounds.	JDSS	October 2025	
5.2.4 Registration of Units	JDSS	December 2025	
5.2.5 Rejuvenate BSG Alumni.	JDSS	December 2025	

Objective: 3 - Enhance Youth Programme to ensure Inclusivity of members from Diverse communities/areas starting Jan 2025		KPIs: • Members from diverse communities are increased.	
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
5.3.1 Review existing Youth Programme and ensure activities are incorporated that will support inclusivity, such as language barriers, cultural differences and accessibility issues.	JDSS	March 2025	
5.3.2 Conduct cultural exchange programs, sensitivity training, and Diversity & Inclusion workshops.	JDSS	October 2025	
5.3.3 Development of infrastructure and facilities to ensure that all members can actively participate in programmes.	JDSS	December 2025	
5.3.4 Monitor feedback and participation to ensure that the program meets the need of diverse members.	JDSS	December 2026	
Objective: 4 - Foster Inclusive Leadership and participation in Governance		KPIs: • Representation of members from diverse communities in leadership roles and in governing bodies of BSG.	
Action Plan	Who (Key Person)	When	Expected Outcome/ Results
5.4.1 Provide orientation to members on the importance of diversity and inclusion in leadership and participation in governance.	JDSS	January 2026	
5.4.2 Form diversity and inclusion committees at all levels of the organization to promote awareness and provide feedback and suggestions for improvement.	JDSS	June 2026	

5.4.3	Develop policies and procedures that prioritize diversity and inclusion, such as hiring and promotion practices that seek to increase diversity in leadership positions.	JDSS	June 2026	
5.4.4	Monitor progress and hold leaders and members accountable for creating an inclusive and welcoming environment for all members.	JDSS	Dec 2026	

### Priority No. 6 Membership Growth

Strategic Priority: Membership Growth

By 2034, BSG will be able to ensure the growth of boys and girls to reach 25 million memberships in the organization.

Objective 01: By December 2026, The Bharat Scouts and Guides will quantitatively increase by 12 million, by reaching out to the unreached areas (Schools, Communities etc.), and concentrating on expanding Scouting and Guiding in Private institutions/Universities/colleges and rural areas, to:

- 2,10,000 new primary schools
- 30,000 new secondary schools
- 18,000 new higher education/universities/colleges
- 100,000 new village youth (Grameen Units)
- 6,000 New Community Units

KPIs:

- National Growth Strategy reviewed and cascaded the targets to states.
- Promotional Materials are prepared and distributed for membership campaign.
- All members of BSG is registered on OYMS portal.

Action Plan		Who (Key Person)	When	Expected Outcome/ Results
6.1.1	Review National Growth Strategy and start implementing	JDSS	January 2024	
6.1.2	Finalize the State targets based on the above listing and have a mutual agreement with each state.	JDSS	June 2024	
6.1.3	Extend Support to States in implementing State Growth Strategy towards attaining the state target	JDSS	June 2024	
6.1.4	Identification and listing of unreached primary schools, high schools, institutions colleges and villages in the States that are to be the target in achieving this objective	JDSS	June 2024	

6.1.5	Approach relevant Govt. departments of each state and union territory to initiate Scouting and Guiding in all educational institutions.	JDSS	June 2024	
6.1.6	Develop orientation/promotional modules for initiating outreach programme: <ul style="list-style-type: none"> <li>- For heads of institutions</li> <li>- For government officials</li> <li>- For Village Panchayats</li> </ul>	JDSS	January 2024	
6.1.7	Regular Monitoring and Evaluation of Growth Strategy implementation to ensure that the growth rate is well in control toward achieving the Target 2024-26	JDSS	starting from September 2024	
6.1.8	Close coordination with Education Method, Communication and Governance team at NHQ for support in necessary amendments / improvement needed for growth in Youth Programme / Adult Training / policy / promotional materials etc.	JDSS	Starting from January 2024	
6.1.9	Ensure the registration of members on OYMS Portal	JDSS	Ongoing	

### SUPPORT INFRASTRUCTURE

Particulars	Suggested Infrastructure (Committee/ Task Group)	Remarks	
		Volunteers	Professionals
1. Overall Monitoring of plan implementation	Strategic Plan Implementation Task Group	ACNC	Director
2. Monitoring Plan by Priority Areas			
2.1 Education Method	Chief Commissioner (Scout) and Chief Commissioner (Guide)	CC S&G	JDS
2.2 Governance	Addl. Chief National Commissioner	ACNC	JDS
2.3 Finance	National Treasurer	NT	JDS
2.4 Communication, Branding and Partnership	Dy. National Commissioner (Rover)	Dy.NC(R)	JDG
2.5 Diversity and Inclusion	Mr. Maniram Sharma State Secretary, Haryana state	SS, HAR	JDG
2.6 Membership Growth	Addl. International Commissioner (Scout)	AIC	JDG
3. Nodal Officer		Dy. Director of Scouts (Boy Programme)	
4. Strategic Plan Implementation Task Group Members	ACNC, NT, CC (S), CC(G), SS,HARYANA, AIC, Dy.NC(R), DIR, JDS, JDG, Nodal Officer, 2 Youth Representatives – MS. SWAPNIL AND MR. RAHUL RUNGTA		

## Recommendations:

### Recommendation Committee-

1. Mr. B. Ramesh Patnaik, LT (S), Chhattisgarh
2. Mr. Ganesh Prasad Gurjar, State Growth Coordinator, Rajasthan
3. Ms. Ekta Singh, SOC (G), Gujarat
4. Mr. Thepfuzakie Suohu, State Secretary, Nagaland
5. Ms. Poonam Prajapati, SOC (G), Bihar
6. Mr. Aidor Ryngksai, STC(G), Meghalaya
7. Ms. Ritika Sharma, Chair, NYC, J&K
8. Ms. Bhaswati Roy, STC (G), West Bengal
9. Ms. Arunima Debi, State Secretary, Assam
10. Mr. Salum Tyagi, DOC (S), JYC
11. Mr. Somi Reddy, State Commissioner (R), Telangana
12. Ms. Neelima Adsul, State Commissioner (G), Maharashtra
13. Mr. Jitesh Arun Sheth, Dy. National Commr.(R), Advisor



## Glossary of terminology in the Vision Statement -

By 2034, The Bharat Scouts and Guides will be

Leading educational movement	<ul style="list-style-type: none"><li>o The Bharat Scouts and Guides is the largest uniformed youth organization in India.</li><li>o BSG will be a preferred organization for the young to join considering non-formal education programs resulting in the value-based holistic all-round development of an individual.</li></ul>
Youth engagement	<ul style="list-style-type: none"><li>o It is the meaningful participation and sustained involvement of young people in an action in which they use their time, intelligence, talents, skills and abilities for making a positive change in their own lives and the lives of others, which results from strong connections to a particular idea, person, activity, place or outcome.</li></ul>
Diversity and inclusion	<ul style="list-style-type: none"><li>o Diversity is about representation or the make-up of an entity.</li><li>o Inclusion is about how well the contributions, presence and perspectives of different groups of people are valued and integrated into an environment.</li></ul>
Safe space	<ul style="list-style-type: none"><li>o A place or environment in which any individual can feel confident that they will not be exposed to discrimination, criticism, harassment, or any other emotional physical harm.</li></ul>
Current trends	<ul style="list-style-type: none"><li>o BSG in its endeavor to ensure youth engagement will strive towards updating its relevant aspects in alignment with the expectations of the young</li></ul>
Continuous growth	<ul style="list-style-type: none"><li>o The Bharat Scouts and Guides is a movement that will grow consistently by enrolling and engaging newer uniformed members across defined youth age groups</li></ul>