



## GLOBAL SUPPORT ASSESSMENT TOOL

### A WOSM Quality Standard

WOSM is committed to ensuring each of its Member Organizations maintains an internationally recognised standard of governance. This is achieved by supporting and strengthening the capacity of all recognized National Scout Organizations (NSOs) with regard to good governance principles, a quality youth programme and a focused Adults Management System. To achieve this, the Global Support System and Global Support Assessment Tool (GSAT) were developed in 2012 and rolled-out across the Movement.

GSAT is a quality standard that assesses the compliance of an NSO with international best practices in good governance and quality Scouting. It is based on a consolidation of requirements specific to the Scout Movement, and on Best Management Good Governance best practices, a quality standard developed in collaboration with Société Générale de Surveillance (SGS), the world's leading inspection, verification, testing, and certification company with a proven track record in non-governmental organisation (NGO) audits.

The GSAT standard serves as a reference of best practices. Its application enables NSOs to assess their strengths and weaknesses and improve accountability to all stakeholders.

#### GSAT Objectives:

- Provide a common cross-regional assessment that measures compliance with good governance principles and quality Scouting across the globe.
- Support NSOs in addressing their capacity issues and setting their priorities.
- Promote synergies between NSOs.
- Make certification possible through a third party, if desired by the NSO.
- Sharpen the support given by WOSM (at world and regional levels) to its NSOs, based on identified needs and trends.
- Provide input to further support WOSM strategies.

#### GSAT Criteria for the AiS Area

GSAT focuses on 10 dimensions, listing the necessary processes and procedures for each. The requirements under AiS are:

- The NSO has an AiS policy. It describes the procedures for all phases and steps in the adult life cycle, including recruitment, appointment, induction, monitoring, evaluation and retirement (for all key positions at all levels of the organisation). This policy is based on the World Adults in Scouting Policy and is regularly reviewed.
- The NSO has an effective National AiS Committee, consisting of members with relevant experience. The Committee is gender-balanced, includes young people under 30 years of age, and operates in collaboration with the National Youth Programme Committee.



- The NSO has role descriptions and uses mutual agreements when appointing to all adult positions. These are regularly reviewed and communicated to all parties concerned.
- The NSO has defined and implemented an appraisal system to annually evaluate all adult positions (both professional staff and volunteers). Results of this process are recorded and acted upon.
- The NSO has defined and implemented a clear and competitive remuneration-compensation package policy for professional staff.
- The NSO has defined and implemented a system for recognizing the contribution of adults. This system is disseminated, and recognition is recorded.
- The NSO has mechanisms in place for efficient succession to adult positions (professional staff and volunteers). Volunteers have fixed terms of appointment.
- The NSO has a clear training and personal development framework for adults (both professional staff and volunteers). Each training curriculum has clear objectives, minimum competencies required, and is regularly reviewed.
- The NSO offers each appointed adult (both professional staff and volunteers) the opportunity to receive initial and ongoing training according to their actual needs, competencies, and experience. All training undertaken is recorded.
- The NSO includes the following in its training curriculum: fundamentals of Scouting, leadership, management and relationships.
- The NSO includes youth involvement in decision making in its training curriculum.
- The NSO provides regular training for trainers, which includes the following general competencies: fundamentals of Scouting, adult learning, training and facilitating, training management, and relationships.
- The NSO has processes and procedures in place for all adults to ensure the implementation of Safe from Harm:
  - Appointments of adults are made ensuring all appropriate checks are in place in compliance with local legislation,
  - Safe from Harm is part of the training process and content.

**Visit also:**

[Global Support Assessment Tool](#)