



# Company Health Check

Supporting your Company to grow and develop



# What we do and why we do it

## Our Vision

Is that children and young people experience “**life to the full**” (John 10:10).

Our prayer and hope that children and young people experience life to the full through coming to know Jesus for themselves.



## Our Mission

The Boys' Brigade has **faith in young people** and provides them with opportunities to **learn, grow and discover** in a safe, fun and caring environment which is rooted in the Christian faith.



## Our Values



**Faith**



**Inspiring**



**Caring**



**Trusting**

## Strategic Priorities

Our Strategic Plan is focused on achieving **Quality, Growth and Voice**. The emphasis within the strategy is firmly on **Quality** – we believe that if we focus on and improve the quality of our work, then this will lead to growth across the organisation and greater opportunities for the voice of our members to be heard and make a difference.

Find out more about our Strategic Plan at <https://boys-brigade.org.uk/who-we-are/our-strategic-plan>



# What are the characteristics of a good BB Company?

No two BB Companies are identical, nor should they be. The children, young people and leaders within each Company are different and bring different abilities, experiences and skills with them. However it is useful to think about general characteristics that we can use to describe a 'good BB Company'.

*Young people  
involved in  
planning*

*Fun  
experience*

*Role model  
leaders*

*Well-planned  
programme*

*Progression  
across  
age groups*

*Being an  
active part of  
the partner  
Church  
community*

*Succession  
planning*

*Welcoming  
and  
friendly space*

*Good  
relationships  
with  
parents/carers*

*Culture of  
wanting to  
improve  
and learn*

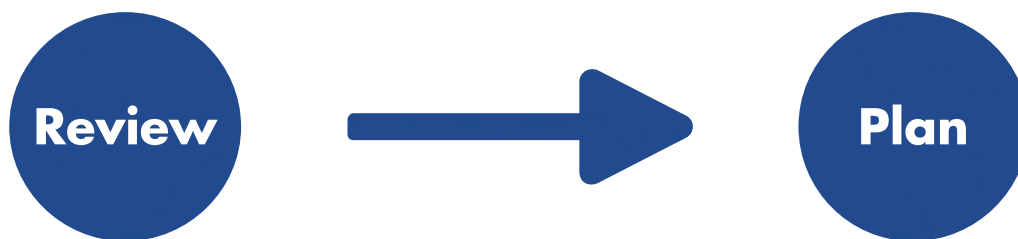
*Being kind  
and caring*

**What other characteristics would you use to describe a good BB Company?**



# Using this Health Check

The Company Health Check is designed to support your **reflective practice**. We should be continually asking ourselves what it is that we are good at and where we can improve.



The Health Check is meant to be **a tool to help you** and other leaders think about your strengths and opportunities for development.

Consider how you could **involve some of your young people** in this process. It may also be helpful to invite someone from outside your Company to come along to help you complete the Health Check.

The Health Check will allow you to rate aspects of your Company as follows:



**GREEN:** Good progress is being made in this area.



**YELLOW:** Some aspects require attention/additional support but generally good.



**RED:** Indicates areas of concern. Addressing these areas and seeking additional support should make your Company's work easier and more effective.

This Health Check will only be useful if you are able to be honest. Rating areas in red does not mean you are running a poor Company, but it might identify an area where you would want to make some changes.

Once you have completed the Health Check, it will be important to do something about your findings.

## Remember...



Celebrate what's going well... it's because of you.



Set short, medium and long term goals/targets for your Company.



















































Ensure your goals/targets and plans for how to get there are realistic.










# My Company \_\_\_\_\_

The three options may well not exactly fit your situation, but please consider which is the closest to describing what is happening in your Company.

Area / Rating	Green	Amber	Red	Notes/Comments
<b>Children and young people</b>				
<b>Our Company provides a caring and nurturing environment</b>   	We know that our Company is a safe, fun and caring place for children and young people.	We would hope that our Company is certainly a caring place for children and young people.	Not necessarily a description we have thought about before.	
<b>Fun and enjoyable experience</b>   	We know how much our children and young people enjoy coming along each week. Both weekly attendance and retention of members is good.	Attendance is reasonably good which would imply that our children and young people enjoy coming, although we could do better at retaining members.	Attendance is erratic. We struggle to keep children and young people and they tend to leave for other activities/groups.	
<b>Numbers</b> (over the last three years how would you describe your age groups) <div> <div>ANCHORS</div> <div>    </div> </div> <div> <div>juniors</div> <div>    </div> </div> <div> <div>Company</div> <div>    </div> </div> <div> <div>Seniors</div> <div>    </div> </div>	Growing or stable.	Declining.	At risk.	
<b>Representative of your local community</b>   	We are inclusive of children and young people from all backgrounds.	We have children and young people from some different backgrounds within the Company.	Our children and young people represent a very narrow cross section of our community.	
<b>Additional Support Needs</b>   	We are confident working with children and young people with a range of additional needs.	We have some experience but not always sure we are doing the right thing.	We struggle or don't know how to support children and young people with ASN.	
<b>Shaping the programme</b>   	Children and young people are encouraged to share their ideas and opinions. There are regular opportunities to shape the programme across all age groups and provide feedback.	We would sometimes involve our children and young people in planning what we do.	It is the leaders who plan what happens in the Company, it's always been that way.	










Area / Rating	Green	Amber	Red	Notes/Comments
<b>Children and young people</b>				
<b>Safeguarding</b>   	All leaders have been safely recruited and are registered on OBM. All leaders understand responsibilities in relation to the four 'Rs'.	Although leaders are aware of the four 'Rs' they lack confidence when it comes to implementing them.	We do have some leaders who are not registered. Not all of our leaders are aware of the four 'Rs'	
<b>Summary/points to take to Action Plan</b>				
<b>Leadership</b>				
<b>Leaders Code of Conduct</b>   	All leaders are aware of and follow the Leaders Code of Conduct.	We are aware of the Leaders Code of Conduct but probably don't always follow it.	We haven't heard of the Leaders Code of Conduct.	
<b>Leaders</b>   	There is always a good ratio of leaders to members.	Leadership levels are adequate, however sometimes a shortage of leaders causes problems.	The Company is usually short of leaders which puts severe limitations on what we can offer to members.	
<b>Leader Development (Training)</b>   	All mandatory training has been completed, and some leaders have completed additional training (e.g. Holiday Leadership, First Aid).	Leaders would benefit from further training to enhance their skills and knowledge.	The training leaders have received is not sufficient for their current role.	
<b>Managing Risk</b>   	Risk Assessments are in place for all our activities, trips etc.	Risk assessments are in place for some activities.	Risk assessments are not in place for any activities.	
<b>Leader meetings</b>   	Leader meetings are held regularly and include all leaders.	Leader meetings are held occasionally, but do not include all leaders.	Leader meetings are rare or non-existent.	
<b>Communication</b>   	There is effective communication amongst all leaders at all times. Communication with members' parents/carers is good and well maintained.	Communication is at a level which allows the Company to run fairly well, but there are regularly situations where there should have been better communication amongst leaders or with parents/carers.	Leaders do not communicate effectively, which often leads to confusion or disagreement. There is little communication with parents/carers.	


Area / Rating	Green	Amber	Red	Notes/Comments
<b>Leadership</b>				
<b>Succession planning</b>   	We have a succession plan in place and are confident in the future leadership of the Company.	We are thinking about creating a succession plan, as we realise it's important.	Not something we think much about.	
<b>Summary/points to take to Action Plan</b>				
<b>Programme</b>				
<b>Membership/capacity</b>   	All our age groups have more than sufficient numbers to run a varied, progressive and quality programme.	One or more age groups is struggling for numbers to run a quality programme.	All age groups have less than sufficient numbers to run an effective programme.	
<b>Planning</b>   	We meet regularly (monthly/termly) to plan the programme to ensure it offers members a fun, varied, relevant and progressive experience.	Programme generally offers members a fun and relevant experience. Better planning or more imaginative activities would help.	Programme is repetitive, offers little progression and suffers from a lack of planning.	
<b>Our programme provides opportunities to learn, grow and discover through getting</b>  <b>Active</b>    <b>Adventurous</b>    <b>Creative</b>    <b>Into the Bible</b>    <b>Involved</b>    <b>Learning</b>   	Yes definitely, an important part of what we offer.	We provide some opportunities.	No, we don't tend to cover this in our current programme.	

Area / Rating	Green	Amber	Red	Notes/Comments
<b>Programme</b>				
<b>Recognising achievement and participation</b>   	Our Company regularly recognises and celebrates achievement and participation.	We do not regularly celebrate and recognise achievement.	Not something we focus on at the moment.	
<b>Residentials</b>   	Young people have regular access to a residential experience.	Access to residential experience is limited, but most of our young people will certainly have some access to residential experience per session.	Young people have no access to a residential experience.	
<b>Progression through Company</b>   	There are good links between all age groups and transition of members between age groups is good.	Not much communication between age groups and we do have some challenges with transition/progression between age groups.	There is little or no discussion between age groups and more often than not we lose children and young people in transition years.	





### Summary/points to take to Action Plan

### Finance and Resources










<b>Finance</b>   	Company maintains full accounts and spending is within the Company's means. The Company may be a registered charity.	Company accounts are kept, but bookkeeping could be improved.	Accounts are not properly maintained. Few people have any idea of the Company's financial situation.	
<b>Fundraising</b>   	Fundraising is regular and planned, the Company operates effectively within its financial means.	Fundraising is sporadic and only done when needed. The Company sometimes struggles financially.	The Company does no fundraising or regularly finds itself in financial difficulty.	
<b>Equipment</b>   	All age groups have access to a variety of useful equipment which is regularly used to enhance the programme and meets the needs of members.	The Company has access to enough helpful equipment, but this is not often used to its full potential. More/better equipment would greatly increase what the Company could offer to members.	Our Company lacks sufficient equipment to offer an interesting or relevant programme to members.	

Area / Rating	Green	Amber	Red	Notes/Comments
<b>Finance and Resources</b>				
<b>Meeting space</b> 	The meeting space is an ideal space and allows us to ensure that the programme can run to its full potential across all age groups.	The meeting space occasionally causes some issues amongst age groups or prevents us delivering some activities.	An ineffective meeting space limits the activities and opportunities we can offer.	

**Summary/points to take to Action Plan**

<b>Faith and the Church</b>				
<b>Living out our Object, Vision, Mission and Values</b> 	These are the foundations of everything we do as a Company and how we go about doing it.	We are trying to embed these in all that we do.	Not something we have considered.	
<b>Chaplain</b> 	We have a registered Chaplain who takes an active and important role within the life of the Company.	We have a registered Chaplain who is involved occasionally within the Company.	We don't have a Chaplain or if we do they're not meaningfully involved in the Company.	
<b>Church partnership</b> 	The Company is an integral part of the Church and recognised as a partner for mission and outreach into the local community.	The Company and the Church would benefit from a more active relationship.	The relationship with the Church is poor. The Company acts almost independently.	
<b>Church family</b> 	Children, young people and their wider families are aware of and get involved in the wider activities and life of the Church.	Children, young people and their families are involved sometimes in other aspects of the Church.	Members and their families do not participate in and have little involvement in Church.	

**Summary/points to take to Action Plan**

Area / Rating	Green	Amber	Red	Notes/Comments
<b>Beyond our Company and Church</b>				
<b>Active within the local community</b>   	Our Company plays an active part within the local community, getting involved in events.	We will get involved in some events and activities every now and then.	We don't get involved in the local community and they don't know who we are.	
<b>Schools</b>   	Good relationship with local schools with opportunity to speak or distribute leaflets through the school which regularly brings in new members.	Some recruitment takes place from local schools but relationship could be better.	No relationship or contact with local schools.	
<b>Wider BB participation</b>   	Leaders regularly participate in activities and events within the wider BB family.	Leaders sometimes participate in activities and events within the wider BB family.	Leaders rarely participate in activities and events within the wider BB family.	
<b>Summary/points to take to Action Plan</b>				

## Action Plan

Having now identified the strengths and areas to improve in your Company, think about what you are going to do to build upon the strengths and address the concerns.

Area	Goals/Targets (What are we going to do)	Actions (How are we going to do it)	Responsible (Who is going to do it)	Timescales (When are we going to do it – short, medium, long term?)
Children and young people				
Leadership				
Programme				
Finances and Resources				
Faith and the Church				
Beyond the Company				

Captain/Leader-in-Charge signature: \_\_\_\_\_

Date: \_\_\_\_\_

You may wish to share this Action Plan with your Battalion and a member of the Development and Support Team at BBHQ.



## **BOYS-BRIGADE.ORG.UK/COMPANY-DEVELOPMENT**

### **SUPPORT AND RESOURCES AVAILABLE**

#### **Programme Hub**

[boys-brigade.org.uk/programme](https://boys-brigade.org.uk/programme)

#### **Recruitment Resources**

[boys-brigade.org.uk/recruitment-resources](https://boys-brigade.org.uk/recruitment-resources)

#### **Online Brigade Manager (OBM)**

[obm.boys-brigade.org.uk](https://obm.boys-brigade.org.uk)

### **Contact the Development and Support Team at BB Headquarters**

[support@boys-brigade.org.uk](mailto:support@boys-brigade.org.uk)

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