THE BOYS' BRIGADE & GIRLS' ASSOCIATION
>the adventure begins here

GIRLS' ASSOCIATION: SHAPING THE FUTURE



AIM

Help girls and young women have their say!
Through these activities, you'll support your group to share what matters most to them, what they'd like to change and their ideas for making Girls' Association even better in the future.

ACTIVITIES

- **What Matters Most to You?**
- **Where Do You Stand & Do You See Me?**
- **Keep, Change, Create – The £100 Challenge**
- **GA 2030 – The Changes That Made the Difference**

© The Boys' Brigade
Registered Charity in England & Wales (305969) and Scotland (SC038016)

GIRLS' ASSOCIATION: SHAPING THE FUTURE

INTRODUCTION

Girls and young women are an important part of the organisation and, as we look to the future of Girls' Association (GA), we want to hear directly from them about what comes next.

GA was formally introduced in 2008 and today there are around 200 GA groups across the organisation. During that time, groups have developed in different ways, creating a range of experiences of what it means to be part of GA.

The activities in this resource are designed to help you involve the girls and young women in your group in shaping the future of GA. We want to understand what they value about GA, what could be better and what they would like to see in the future.

Please encourage everyone to get involved and share their experiences, opinions and ideas. There are no right or wrong answers – we want to hear what is working well, what could change and the different views that exist within your group.

As a leader, your role is to facilitate the activities, encourage open and honest discussion, listen to what is shared and make sure your group's feedback is sent back to us.

This is their Girls' Association. Help them have their say and shape its future.

TOP TIPS FOR RUNNING THIS PROGRAMME

- **Make sure every voice is heard:** Encourage everyone to contribute, not just the most confident voices in the group.
- **There are no right or wrong answers:** Give space for different opinions and experiences, even when people disagree.
- **Listen, don't defend:** If something negative is shared, resist the temptation to explain why things are the way they are. The aim is to understand how girls feel.
- **Help girls find the words:** Some may know how they feel but struggle to explain why. Use simple follow-up questions to help them express their thoughts.
- **Ask "why?" and "what would make it better?":** Try to get beyond a simple answer and understand what is behind it.
- **Don't lead the answers:** Leaders should help the conversation along without suggesting what they think girls should say.
- **Give people time to think:** Not everyone will have an immediate answer. A little thinking time can lead to much better feedback.
- **Value the positives too:** This isn't just about what needs to change. Capture what girls really value and would not want to lose.
- **Capture their words:** Where possible, note down memorable comments in the girls' own words rather than interpreting them.
- **Have fun with it!:** This should feel like a programme night, not a survey. Enjoy the activities and conversations along the way.

DOWNLOAD THE RESOURCES

The pack you have received contains printed versions of the resources needed to run the activities in this programme. You can download digital versions, as well as the PowerPoint for the 'Where Do You Stand & Do You See Me?' activity, from our website.

Scan the QR code or visit **boys-brigade.org.uk/ga-shaping-the-future**

GET INVOLVED

20 MINUTES

PREPARATION NEEDED

GET INVOLVED

MY GA TOP PICKS: WHAT MATTERS MOST TO YOU?

It's time to discover what really matters to you about being part of Girls' Association! You'll have a handful of tokens to spend on your GA Top Picks, before making the ultimate choice about the one thing you'd never want GA to lose.

What you'll need:

- 'My GA Top Picks' Cards
- 5 Red Stickers (per person)
- One Large Gold Sticker (per person)
- Tables

LEADER PREPARATION

Spread the 'My GA Top Picks' cards around the room on a few tables. You'll also need five stickers/tokens per person and a 'Golden' sticker per person too.

GETTING INTO THE ACTIVITY

1. Gather the group together and explain that you want to discover what they value most about being part of Girls' Association.
2. Give everyone five red stickers.
3. Ask the girls to walk around the room and look at all the cards that have been laid on the tables. These have different things that members often find important about being part of The Boys' Brigade & Girls' Association.
4. Explain that they can 'spend' their five stickers on whichever things are most important to them. This might be by placing all five on one card (because it's incredibly important to them), or by spreading them out amongst up to five different cards.
5. Once everyone has voted, gather the group around the cards and look at the results.
6. Pick out some of the highest and lowest scoring choices and ask questions such as:
   - Why do you think this one was so popular?
   - What makes this important?
   - Why didn't this one receive as many votes?
   - Is anything important to you missing from the cards?

THE GOLDEN TOKEN

1. Now give everyone their golden sticker.
2. Explain to the group that you want them to imagine that they could only protect ONE of these things for the future. Which one would they absolutely not want GA to lose?
3. Ask everyone to place their gold sticker on that card.
4. Finish by discussing the top choices and what they tell you about what the group value the most.

CAPTURE THE FEEDBACK

Use our form to help capture some important information that we can use as part of this consultation. This includes:

- The five highest-scoring cards
- The top three 'golden token' choices
- Any ideas shared as part of the 'something else' card
- Two or three comments which explain why certain things matter

GET INVOLVED

20 MINUTES

PREPARATION NEEDED

GET INVOLVED

WHERE DO YOU STAND & DO YOU SEE ME?

Get ready to vote with your feet and have your say! Explore how you feel about being part of Girls' Association, before taking a closer look at whether girls feel seen and represented across the organisation.

LEADER PREPARATION

A leader will need to download the PowerPoint and display this using a projector or large TV. You could prepare agree and disagree signs to place along your agreement line. A red, yellow and green cone are also required.

What you'll need:

- 'Where Do You Stand & Do You See Me?' PowerPoint
- Projector / Large TV
- Agree / Disagree Signs (optional)
- Red, Yellow & Green Cones (or similar)

GETTING INTO THE ACTIVITY

Where Do You Stand?

1. Explain to the girls that they are about to take part in an activity that will explore their views and experiences of being a girl in the organisation.
2. One side of the room should nominated as 'Strongly Agree' with the other end of the room 'Strongly Disagree'. After a statement is shared, girls can stand anywhere along this line to represent their view (i.e. slightly agree, slighty disagree, unsure etc). Explain that there are no right or wrong answers and you want everyone to answer based on their own experience.
3. Display the Where Do You Stand? statements one at a time. After each statement, ask everyone to "vote with their feet" by moving to the position that best represents their view. The statements explore enjoyment, opportunities, whether girls feel important and listened to, and views about GA's identity and appeal to other girls.
4. Once everyone has moved, invite a few girls from different positions to explain why they chose to stand there. Encourage discussion, but don't try to reach a group answer as different experiences and opinions are valuable.
5. After the final statement, explain that you're now going to build on those answers by looking more closely at whether girls feel seen and represented in different parts of the organisation.

Do You See Me?

1. Replace the five agreement points with three traffic-light stations: Green = Yes, I feel represented; Yellow = Sometimes/I'm not sure, Red = I don't feel represented. To do this you could use items (i.e. cones, balls, beanbags etc) of that colour.
2. Work through the 'Do You See Me?' slides. For each area, ask girls to move to the traffic light that best reflects how they feel. These cover the organisation's name and logo, uniform and clothing, programme and activities, events and competitions, photos and images, and the overall look and identity of GA.
3. Again, ask girls at different traffic lights to explain their choice. Where girls choose yellow or red, ask "What could change to move this towards green?" Equally, where they choose green, explore what is already working well.
4. Throughout both parts, make a note of key themes, concerns and suggestions. Leaders should focus on listening rather than explaining or defending why things currently happen in a particular way.

Leader Tip: Try not to let the most confident voices dominate. Encourage different girls to share throughout, while making it clear that nobody has to explain their answer if they don't want to.

CAPTURE THE FEEDBACK

Use our form to help capture some important information that we can use as part of this consultation. This includes:

- How girls voted on each statement
- Any key comments, positive or negative, that the girls bring up during the discussions

GET INVOLVED

20 MINUTES

PREPARATION NEEDED

GET INVOLVED

KEEP, CHANGE, CREATE – THE £100 CHALLENGE

You've told us what matters most about GA, now it's time to shape what comes next! Decide what you'd keep, what you'd change and what you'd create, before putting your money where your ideas are and choosing which changes deserve the biggest investment.

What you'll need:

- 'My GA Top Picks' Cards from the earlier activity, plus the extra sheet of cards
- Post-it Notes
- Pens
- 'Keep, Change, Create' Signs
- 5 x pretend £20 Notes

LEADER PREPARATION

Bring back the cards used during My GA Top Picks and add the additional cards provided for this activity. Split into two groups and give each group a table to sit at, with the keep, change, create signs at the top of the table.

GETTING INTO THE ACTIVITY

1. Split into two groups and sit each group at a table, with a set of the top pick cards that we used earlier, as well as the additional ones suggested for this activity.
2. Remind the group that earlier they considered which parts of GA were most important to them. This time, they're going to look at those things again – but think about what they would like GA to look like in the future.
3. Explain the three choices:
   - **KEEP:** Something that's working well or is important and should continue as it is.
   - **CHANGE:** Something that you would like to be different or made better.
   - **CREATE:** Something new that GA doesn't currently offer, but they would like to see.
4. In their groups they should discuss each card and decide where they think it belongs. Where groups don't agree, they should discuss and then place the card where the majority decision is.
5. For anything placed under change, encourage them to explain what they would change. For example, choosing "Uniform" isn't enough – would they change how it looks, offer more choice, introduce GA-specific clothing, or something else? Write these thoughts on post-it notes next to the card.
6. For the create section, young people should use the blank cards, and then post-it notes, to write ideas in this area. Ask them to think big: "If you could introduce anything to make GA better, what would it be?"
7. Bring everyone together and look at the three areas. Pick out some of the cards and ask:
   - Why should we keep this?
   - What would you change about this?
   - Why would your new idea make GA better?
   - Is there anything you couldn't agree on?

THE £100 CHALLENGE

1. Explain that they've generated lots of ideas – but an organisation can't necessarily do everything at once. Which changes should be the biggest priorities?
2. Give each group £100 in five £20 notes.
3. Ask them to Imagine this £100 represents the time, money and effort available to develop Girls' Association. Their challenge is to decide where they would invest it.
4. Groups can now invest their money against any of the change or create ideas. They can spread their money across lots of ideas or invest several £20 notes in something they think is particularly important.
5. Give them time to discuss and agree their spending. Encourage them to think about what would make the biggest positive difference for girls across the organisation, rather than simply choosing their favourite idea.
6. Once everyone has spent their £100, ask each group to explain their biggest investments and why they chose them.

Continued on next page...

THE £20 TWIST

1. Once groups are happy with their choices, announce that there has been a budget cut! They now only have £80 to spend and they will need to take £20 back.
2. Give them a couple of minutes to decide which investments lose their funding.
3. Ask what they removed and, importantly, what they refused to cut. This should help identify the things girls see as genuine priorities.

CAPTURE THE FEEDBACK

Use our form to help capture some important information that we can use as part of this consultation. This includes:

- The things girls most strongly wanted to keep
- The main things they wanted to change, including how they would change them
- New ideas they wanted to create
- Which ideas received the most investment in the £100 Challenge
- What groups chose to protect when their budget was reduced
- Particularly useful comments or explanations shared during discussions

GET INVOLVED

20 MINUTES

PREPARATION NEEDED

GET INVOLVED

GA 2030 – THE CHANGES THAT MADE THE DIFFERENCE

Imagine it's 2030 and Girls' Association is making the headlines for being better than ever! What has changed to make such a difference, and what are girls saying about being part of GA?

What you'll need:

- 'GA 2030' Newspaper Sheets (one per group)
- Pens

LEADER PREPARATION

A leader will need to print copies of the 'GA 2030' newspaper sheet (enough for one per group).

GETTING INTO THE ACTIVITY

1. Explain that you're going to travel forward in time to September 2030. The Girls' Association is making headline news because girls are saying it is **"better than ever"** – but what happened to make that possible?
2. Give group a 'GA 2030' Newspaper sheet. Ask them to imagine that the changes they would most like to see have happened and to complete the article based on what GA now looks like in 2030.
3. Work through the sentence starters on the newspaper. Encourage them to think about ideas discussed during the earlier activities, but they can introduce completely new ideas too.
4. Start with "One reason behind the Girls' Association being better than ever is the change that was made to..." Ask them to identify one significant change they think would improve GA.
5. Next, complete "This made a real difference to girls because..." Encourage them to think beyond what changed and explain why it mattered and how girls benefited.
6. They should then identify another priority by completing "Another change that helped make GA even better was..."

Continued on next page...

6. Finally, ask them to put themselves in the shoes of a GA member in 2030 and complete the quote “Asked what she thinks about The Girls’ Association in 2030, one member said…” Encourage them to imagine what they would genuinely hope to be able to say about being part of GA in the future.

7. Once completed, invite everyone to share some of their headlines, changes and quotes. Look out for ideas that appear several times as well as suggestions that are completely different.

CAPTURE THE FEEDBACK

Take a photo of each newspaper and share them with us using our form.

FEEDING BACK YOUR VIEWS

The most important part of this programme is making sure your group’s ideas and experiences are shared back with us.

As you work through the activities, please capture key thoughts, discussion points and comments, along with photos of completed activities and resources where appropriate. You do not need to record everything – focus on the things your group feels most strongly about, any ideas that come up more than once, and anything that feels particularly important.

Once you have completed the programme, use our online feedback form to send everything back to us.

Please submit your feedback by **31st January 2027**.

THANK YOU & YOUR CHANCE TO WIN £100!

As a thank you for taking part and sharing your feedback, every group that submits a response will be entered into our prize draw.

10 groups will be selected at random to receive £100 to spend towards equipment or activities for their group.

So make sure you capture your ideas, send them in and help shape the future of Girls’ Association!



GIRLS' ASSOCIATION: SHAPING THE FUTURE



THE BOYS' BRIGADE & GIRLS' ASSOCIATION
> the adventure begins here

The Boys' Brigade is a Company limited by guarantee, registered in England & Wales number 145122
A registered charity in England & Wales number 305969 and in Scotland number SC038016

WWW.BOYS-BRIGADE.ORG.UK