

Baden Powell Award

Overview

The Award was first implemented in 2012.

Objective

The Baden Powell Award aims to

- acknowledge the leadership qualities of Guides and their proficiencies in the 5-Point Programme,
- enhance Guides' passion in Guiding, and
- encourage Guides to live out the good values of Girl Guiding (Guide Promise and Guide Laws) in their daily lives.

A Baden Powell Awardee is envisioned to be one who:

- takes initiative and resourceful,
- lives out our honour, motto, Law and Promise,
- is confident and proficient in Guiding skills,
- is an effective communicator and facilitator of the 5-Point programme, and
- is a team player

The focus of the award is on the Guide's Leadership and Planning based on the 5-point program.

The highest award given by the Chief Commissioner to a Girl Guide, it is a Level 4 Achievement under the Ministry of Education's Co-curricular LEAPS system. LEAPS represent the Leadership, Enrichment, Achievement, Participation, Service.

Target Group

All applicants must

- be below 18 years old in the year of the test;
- be members of registered Coys of GGS;
- be deemed by their Guider to have developed to their fullest leadership potential;
- have attained the standard of at least a Silver Badge;
- have attained any six Badges including a Proficiency Badge, a WAGGGS Badge and an Interest Badge¹. (8 Proficiency/ Interest Badges will be allowed for the transition year of 2026)

¹ For Guides intending to move on to PGA, it is suggested that the six badges include Emergency Helper, Homemaker Badge, National Heritage Badge, Pioneer Badge and Friends to the World Badge.

Applicants who failed the BPA test for the first time, are allowed another chance to take the BPA Test. Each Guide will be allowed a maximum of **TWO** attempts to sit for the test.

Implementation

There are two rounds per year.

Round 1	Registration Deadline: 10 January 2026 Written Test: 23 January 2026/ 24 January 2026 (Make-up) Benchmarking ² : 30 January 2026/ 31 January 2026 Execution Test: 2 February 202 to 7 March 2026
Round 2	Registration Deadline: 4 July 2026 Written Test: 10 July 2026/ 11 July 2026 (Make-up) Benchmarking ² : 17 July 2026/ 18 July 2026 Execution Test: 27 July to 29 August 2026

All scripts must be marked within the stipulated time to allow Guides sufficient time to prepare for the execution test, which must be completed by Term 2 for Round 1 and Term 3 for Round

2. This is to ensure that there is sufficient time for Guiders to plan the schedule for the Guides to execute their test, as there are fewer meetings in Term 3.

² Guiders must attend at least one benchmarking session to ensure consistency in marking.

Disqualification:

Guiders who fail to submit results of marked scripts within the stipulated time for **2 consecutive years**, their Company may be disqualified from taking the test in the following year.

The Awards Ceremony is held on 25 July 2026

Test

1. Programme Planning Written Test (2 hours)
 - Based on the question given, the candidate is required to plan a short term (**2 consecutive weeks**) programme to be carried out in school, considering the school's and the GGS' calendar.
 - Details are expected from the candidates in planning the two-week programme.
 - In their planning, candidates must plan an outdoor component and indoor component for each of the two weeks. This is to ensure that the weekly activities are not confined within the classrooms and school building only.
 - It is assumed that there is only one Guide meeting per week.
 - The candidate is allowed to bring in:
 - A copy of the modules available in the Online handbook
 - School Calendar
 - GGS Calendar
 - Planning template
 - Marking Guidelines as attached in Annex 1

2. Execution Test (Conducted within 2 -3 weeks of the release of results)
 - The candidate is expected to execute a 2.5 – 3 hrs programme from the short-term plan as specified by the tester. The tester will specify which one of the 2 weeks programme that the candidate has to execute.
 - Participants include 2 patrol of 6-8 young Guides OR a group of 12 to 16 young Guides from a pre-selected school not from the candidate's Division.
 - Upon the tester's approval, 1 Resource Personnel can be appointed from within the patrol (Optional)
 - Marking Guidelines to be given to Guiders as a guidance is attached in Annex 2.

Tester

Units which sent in candidates, must also provide a tester. The ratio is 1 tester: 3 candidates.

To qualify as a tester, the Guider must have a warrant **and**:

- has a minimum of 2 years' experience in managing a Coy OR
- has attained the Intermediate Skills Badge OR
- is a HQ Trainer OR
- is a HQ Adult Volunteer

For schools who do not have any Guider who qualifies for the above, they should write to the Guide Branch Commissioner for special consideration. Special arrangement would be made as no Guide should be denied an opportunity to apply for BPA. *(In these situations, the tester should be mentored by an experienced or HQ trainer as they execute the test, to ensure standards in implementation)*

There will be an Awards Ceremony for awardees.

BPA Planning Marking Guidelines

		Total possible marks
1	Overall objectives The overall objectives are clearly laid out in the plan submitted.	6
2	Rationale for main activities The rationale/objective/purpose behind each main activity is clear.	6
3	Activities planned The activities planned meet the objectives of the question and are about 1.5 hour to 2 hours. The activities are interesting, engaging and have an outdoor component.	16
4	Manpower The i/c and other manpower is clearly stated in the plan.	2
5	Venues Venues are clearly stated and relevant to the main activities organised.	2
6	Time Frame A suitable time frame is given for each activity.	4
7	Budget A realistic, cost effective budget is stated for the main activities.	2
8	Logistics Logistics for the activities are clearly stated.	4
9	Contingency Plan Each outdoor activity planned per week must be accompanied by a brief description of the contingency plan. The contingency plan must be relevant to the 5-Point Programme and the demands of the Question. It does not include games, team bonding games, ice-breakers, and drills.	8
	Key Areas to include: <ul style="list-style-type: none"> ● Patrol corner must be included in the two weeks. ● The activities should show evidence of patrol-based activities. ● The weeks chosen must be consecutive. ● The activities must adhere to the time frame specified by the question. 	Marks will be deducted accordingly
	TOTAL POSSIBLE MARK Passing mark is 35 (70%)	50

BPA Execution Marking Guidelines

		Total possible marks
1	Leading for Innovation – Creative and Critical Thinking mindset The guide able to introduce and conclude the activities safely and appropriately. She is able to give clear explanations and demonstrations as well as select appropriate content and sequence. She has sufficient knowledge and appropriate skills to conduct the activity creatively.	10
2	Leading in context – Worldly mindset The guide is able to establish interaction and rapport with the patrol members. She is able to encourage patrol members' participation. She is able to arouse and sustain the patrol members' interest.	10
3	Leading for impact – Responsible Action mindset The guide is well-prepared for her roles and responsibilities. She is able to delineate appropriate learning objectives. She is able to develop a workable time schedule.	10
4	Leading relationships – Collaborative mindset The guide is able to organise and facilitate group learning. She is able to pace activities appropriately. She is a team player, shares positive energy and is supportive of the group throughout.	10
5	Leading yourself – Reflective mindset The guide uses her initiative during the activities. She is able to react to different situations. She is proficient in conducting debrief session with the patrol members such that the goals and objectives for the day have been met.	10
	TOTAL POSSIBLE MARK Passing mark is 35 (70%) The Guide must also get 70% in at least 3 of the mindsets.	50

