

 **South & South East London Scouts**



Transforming the Volunteer Journey



**Volunteer Learning
& Development**

We're moving to a new way of volunteer learning, and you're going to love it!

From	To
"Training" and Training teams	Personalised learning when you need it, tailored to your role Support and management of learning built into our structures
Time-consuming to do & validate	Existing skills recognised and sign off built in, no separate validation
Hard work to track and manage	Easy to manage and report compliance
Off-putting digital experience	Digital first (but not digital only), bite-sized, in one place
Wood badge for almost every role	Wood badge optional and available to all

It's been 20 years since our current modular adult training scheme was introduced and it is now time to replace it with a more relevant and enriched learning experience for all our adults.

The journey to our new learning experience has started, and we are now moving into the first stage, of three stages, that will transition us to our new learning and development requirements and opportunities.

The new national programme of learning will use new digital tools to make learning more accessible, personalised, and relevant to you and every volunteer. The new scheme will also reduce and remove much of the administration work of manually recording and validating learning. It will be inclusive, accessible, relevant, and focused on the skills and knowledge you need to deliver or support great experiences to young people.

Why we need to improve how we learn

National research showed very clearly that most volunteers don't find the current training scheme lives up to what they need and is not meeting the needs and requirements of our ever-changing Scout Movement



Here's the low down...

Learning will be split into three areas, or categories, these are called **Growing my roots learning**, **Branching out learning** and **Ongoing learning**. Growing my roots is the mandatory learning that all volunteers need to complete before their appointment is made full. Branching out is the learning you will have the option to complete to continue your learning and complete your Wood Badge.

Branching out, Wood Badge, learning will be structured as a programme of learning personalised to you -by you. It will be focused on being engaging, relevant and something you'll want to do. Branching out and continuing your learning to gain your Wood Badge will be open to everyone that has a role in Scouts. We will provide lots more information on our web pages as it becomes available over the coming months!

The impact on you

The new way of working will affect:

- everyone who hasn't yet completed all of the modules relevant to their role
- everyone's ongoing learning requirements
- all adults who haven't yet completed their Wood Badge
- all new volunteers

We know that sometimes there might be some confusion and hesitation about doing things differently, but over the coming months we will provide lots of guidance and support to help you get there.

What we know you will really like...

- Learning will be useful and easy to do, and won't take up huge chunks of your time
- Learning will be relevant to your role in Scouts
- There will be simpler requirements and less/easier manual validation
- Learning will be more accessible and inclusive
- No special knowledge will be required, and, if you need them, there will be tools to help you increase your digital confidence
- All the learning content will work equally well on desktop computers, laptops, tablets, and smartphones (if you do not have access to any of those devices, alternatives will still be possible)

This will mean

Your learning will be:

- personalised, relevant, enjoyable, engaging, accessible, inclusive, bite-sized
- available when you need it
- digital first, not digital only

What will stay the same

- We will continue to offer you learning opportunities that will be relevant to your role
- There will still be a requirement for everyone that holds a role in scouting to complete mandatory Growing my roots learning
- There will still be a requirement to renew safeguarding, safety and first aid learning
- We'll still be delivering many of the current modules for programme facing roles and skills learning for team leaders/lead volunteers and supporters for the next few years. These will be gradually phased out and replaced with new content.



Digital first (not digital only)



Face-to-face learning where appropriate



We will make learning available non-digitally for those who need it

Growing Roots learning

New volunteers will have six months to complete their Growing Roots learning. Almost all new volunteers will need to do this learning.

Growing Roots learning has five parts:

Four parts the everyone needs to complete:

- Who we are and what we do
- Creating inclusion
- Data protection
- Safe scouting

And then for:

- Section team members and programme facing roles: Delivering a Great Programme
- For everyone that is a member of a trustee board: Being a Trustee in Scouts
- For team leaders and lead volunteers: Leading Scout Volunteers

Learning Migration



Validated 'Getting Started' Training	Will sign off 'Growing Roots' Learning
GDPR Module	Data Protection in Scouts
Safety AND Safeguarding Modules	Safe Scouting
Module 1 – Essentials of Scouting	Who we are & What we do
Module 4 – Tools for the role (Managers & Supporters)	Leading Scout Volunteers
Module 3 – Tools for the role (Section Leaders)	Delivering a Great Programme
Trustee Introduction Module	Being a Trustee in Scouts
ALL getting started modules validated	Creating Inclusion

Growing Roots learning must be completed within 6 months of joining a team.

Branching out learning

Branching out, Wood Badge, learning will be structured as a programme of learning personalised to you -by you. It will be focused on being engaging, relevant and something you'll want to do. Branching out and continuing your learning to gain your Wood Badge will be open to everyone that has a role in Scouts. We will provide lots more information on our web pages as it becomes available over the coming months!

The learning and development opportunities available range from skills-based training such as first aid, risk assessment, safeguarding and public relations through to experience in leadership, management, communication, organisation, safeguarding, executive training and experience of working with young people.

Examples of branching out learning topic areas...



Working with young people

How to be youth led >

Promoting positive behaviour >

Intimate and personal care >

Working with Squirrels >

See more topics...

Please note
Later on, these links will lead to content in our new Digital Learning Tool. The clouds are examples of some of the content that might come in future.

First Aid (Minimum of First Response)

As part of the move to the team-based approach, a review of who requires a First Aid qualification was undertaken and the following principles agreed:

- Every young person should have direct access to first aid treatment when on Scout activities
- Parents and carers should be confident that every adult leader, who is regularly and directly involved with their child's Scouting, has completed, or is working towards completing, first aid training
- No young person should ever miss out on a Scouts activity due to a lack of qualified adult first aid cover
- Having a body of first aid trained volunteers has a positive impact on our communities

This is the current proposal for First Aid in the final stages of approval



First Aid is required for roles which:

Work directly with young people on a regular basis; or
Might reasonably be required to step in and work directly with young people



This includes the following roles:

All Section Team Leaders & Members (Squirrels, Beavers, Cubs, Scouts, Explorers)
Group Lead Volunteers
14-24 Team Leaders



This also means several leadership roles will no longer be required to have first aid

Volunteers who are transitioning from a Section Assistant to a Section Team team member will require first aid and will have 2 years from transition to complete this

New volunteers joining a team that requires first aid will have 1 year from joining to complete it

Moving from the current programme of training to the new framework of learning

Firstly, there are three things we need to be really clear on:

1. We will not be jumping from the current system to the new 'overnight'. There will be a phased approach, as detailed below...
2. If you are up to date with your learning you won't need to do more
3. If you hold a Wood Badge it will still be valid

Phase one –

From 1st September 2023 to 1st May 2024:

Things will generally stay the same.

- All appointments continue to complete Getting Started learning before their appointment can be made full
- We will continue to offer learning opportunities to complete your Wood Badge using the current modular training scheme

Later in this guide we provide all the information you need.

Phase two –

From 1st May 2024 to (approximately) 31st December 2024:

- The new Growing Roots learning goes live
- The current Getting Started learning topics will be withdrawn along with any modules where the subject matter is now covered in the new Growing Roots learning
- Growing Roots learning will only need to be completed by those that haven't completed the current Getting Started learning
- Completing your Wood Badge becomes optional
- If you choose to move forward with your development, and complete your Wood Badge, this will be done by completing the remaining learning from the current modular training scheme and relevant learning from Growing my roots learning (for both section team and manager roles)
- As new Branching Out learning, for section teams, is rolled out and added to the new learning system we will remove the relevant modules (for section team members), from our learning programme, gradually reducing the opportunities to complete learning using the current scheme and increasing the opportunities to complete learning using the new Branching out learning framework

Later in this guide we provide all the information you need.

From 1st May 2024 the following modules will be retired



Phase three –

From (approximately) 1st January 2025:

All Branching Out learning that replaces the current modular learning for section teams will be live and available to complete using the new learning system and learning framework. This will be the initial learning that replaces each of the modules in the current scheme. A wider list of learning topics and opportunities will be available as we move forward as more learning is added to the learning system overtime.

Questions you might have...

'I've already done my training; I don't want to have to do it again'

Don't worry – you won't have to! All your learning will be moved across to the new membership system. If you've already done your mandatory learning, there won't be much, if any, more to do.

'Physical skills can't really be taught digitally'

Our new approach to learning is designed to complement in-person training, not replace it. For skills, such as lighting fires or pitching tents, they'll still be taught face-to-face, but with extra digital learning material available to prepare you beforehand and offer easily accessed memory aids if you need them further down the line.

'It'd be great to get some advice on the optional learning'

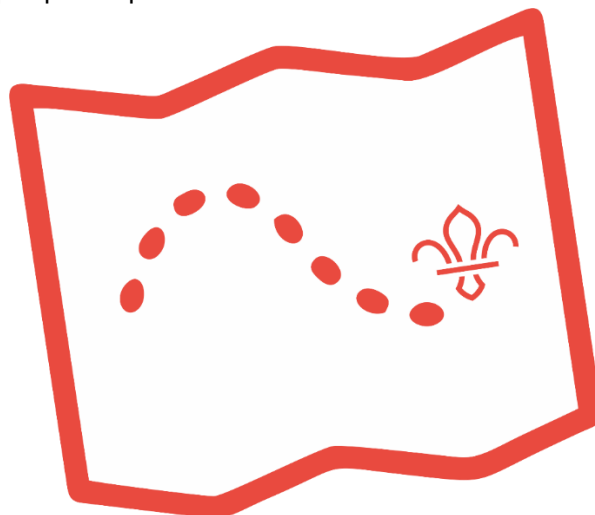
You'll have at least two key sources of guidance. One will be the learning system itself, which will recommend learning to you based on your role and interests. This is similar to what you might know from Netflix, YouTube or other digital platforms.

The other will be your district and county Volunteer Development Teams, who'll have people that are there to help you navigate through your learning.

'Everyone has different learning requirements and experiences'

We'll check prior knowledge and experience, potentially through a short quiz, so the digital learning system can adapt the learning to your background and needs.

The learning is also being developed with accessibility and inclusion as the core principles. The learning system will take a multimedia approach, providing a wide range of visual and audio information, in a variety of formats, to make sure it's accessible and engaging for as many people as possible.



Section Team and Programme Support Teams

Phase one: Learning syllabus for from 1st September 2023 to 1st May 2024



Getting Started

The mandatory learning that you need to complete within the first 5 months of your appointment...

- Essential Information
- General Data Protection Regulations
- Safety
- Safeguarding
- Tools for the role (Section Leaders)
If applicable to your role
- Being a trustee in scouting

The mandatory learning you need to complete as soon as possible and within the first year of your appointment...



First Response

Module 10 - First aid (First Response)

The optional learning you need to complete to gain your Wood Badge...

Wood Badge



- Module 5 - Fundamentals
- Module 8 - Skills of leadership
- Module 11 - Administration
- Module 12b - Planning a quality prog.
- Module 14 – Supporting Young People
- Module 16 - Nights Away
- Module 18 - Practical Skills
- Module 7 - Scouting for all
- Module 9 - Working with adults
- Module 12a - Delivering a quality prog.
- Module 13 - Growing the section
- Module 15 – Promoting Positive Behavior
- Module 17 – Running Safe Activities
- Module 19 – International Scouting

The mandatory learning you need to renew every three years...



Ongoing learning

- Safety
- First Aid (First Response)
- Safeguarding

Managers & Supporters

Phase one: Learning syllabus for from 1st September 2023 to 1st May 2024



Getting Started

The mandatory learning that you need to complete within the first 5 months of your appointment...

- Essential Information
- General Data Protection Regulations
- Safety
- Safeguarding
- Tools for the role (Section Leaders)
If applicable to your role
- Being a trustee in scouting

The mandatory learning you need to complete as soon as possible and within the first year of your appointment...



First Response

Module 10 - First aid (First Response)

The optional learning you need to complete to gain your Wood Badge...

Wood Badge



- Module 5 - Fundamentals
- Module 11 - Administration
- Module 7 - Scouting for all
- Module 12a - Delivering a quality programme

Skills Courses

- Skills of Management
 - Meeting the challenges
 - Achieving Growth
- There are also independent learning units*

The mandatory learning you need to renew every three years...



Ongoing learning

- Safety
- First Aid (First Response)
- Safeguarding

Section Team and Programme Support Teams

Phase two: Learning syllabus from 1st May 2024 to 31st December 2024:



**The mandatory learning that
you need to completed
within the first 6 months of
your appointment...**

- Who we are and what we do
- Safe Scouting
- Delivering a Great Programme
- Creating Inclusion
- Data Protection in Scouting
- Being a Scout Trustee *(if required)*



**The mandatory learning you need
to completed as soon as possible and
within the first year of
your appointment...**

- First Aid (First Response)



**The optional learning you need
to complete to gain your
Wood Badge...
(Some modules may be replaced and
phased out during the year)**

- Module 8 - Skills of leadership
- Module 9 - Working with adults
- Module 11 - Admin
- Module 13 - Growing the section
- Module 16 – Nights Away
- Module 18 - Practical Skills
- Module 19 - International



**The mandatory learning you need
to renew every three years...**

- Safe Scouting
- Module 10 - First Response

Lead Volunteers & Team Leaders

Phase two: Learning syllabus from 1st May 2024 to 31st December 2024:



**The mandatory learning that
you need to completed
within the first 6 months of
your appointment...**

- Who we are and what we do
- Safe Scouting
- Leading Scout Volunteers
- Creating Inclusion
- Data Protection in Scouting
- Being a Scout Trustee (if required)



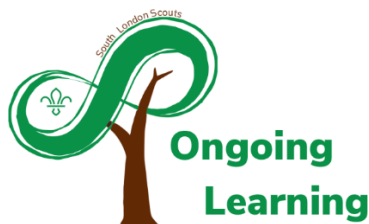
**The mandatory learning you need
to completed as soon as possible and
within the first year of
your appointment...**

- First Aid (First Response)



**The optional learning you need
to complete to gain your
Wood Badge...**
(Some modules may be replaced and
phased out during the year)

- Skills of Management
- Achieving Growth
- Meeting the Challenges
- Module 11 - Administration



**The mandatory learning you need
to renew every three years...**

- Safe Scouting
- Module 10 - First Response



During the period of transition, there will still be a need to validate learning.

Validation is the simple process of showing that you are putting your learning in practice in your scouting role. Validation should be simple and from 1st May 2024, will be carried out by members of the District Volunteer Development Team.

Validation can be done by having a short conversation with a member of the team to explain how you have put your learning into practice.

Successful validation is required for each module relevant to your role.



All Volunteers

Phase three: Learning syllabus from 1st January 2025 onwards:



**The mandatory learning that
you need to completed
within the first 6 months of
your appointment...**

- Who we are and what we do
 - Safe Scouting
 - Delivering a Great Programme
or
 - Leading Scout Volunteers
 - Creating Inclusion
 - Data Protection in Scouting
-
- Being a Scout Trustee (if required)



**The mandatory learning you need
to completed as soon as possible
and within the first year of
your appointment...**

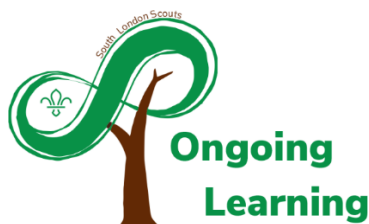
- First Aid (First Response)



**The optional learning you need
to complete to gain your
Wood Badge...**

During 2024-25, a wide range of new learning topics and opportunities will be added to the learning system.

Online learning will be accessible at scouts.org.uk and in person learning will be accessible at southlondonscouts.org.uk



**The mandatory learning you need
to renew every three years...**

- Safe Scouting
- First Aid (First Response)