



Scouts

South & South East London

Amazing things happen when we work together as a team!

A guide for members of Scout Active Support

 South & South East London Scouts



Transforming the Volunteer Journey

The future's bright

It's an exciting time in the Scouts as we transform the way we volunteer together. In our ever-changing world, we know we need to adapt how people can volunteer with us, in ways that really suit them, and make it easier and more accessible for everyone to gain the skills and knowledge they need to support young people.

The first thing we want to say is a big thank you for your incredible commitment to local scouting. Your dedication plays a pivotal role in creating meaningful experiences for our young people, providing them with exciting and engaging programmes that nurture their sense of adventure and help them build skills that will help them succeed in life.

Scouting is not only about developing our young people, it's also about the personal development and wellbeing of our adults. With award winning learning opportunities and one-to-one support, we make sure that each one of our volunteers gets to make the best use of their skills and talents. It's something different from the norm, and that's why a lot of people like it.

This guide will help you understand our new ways of working in our new team structure and how this affects you, in your current role as a member of Scout Active Support.

We need to adapt to stay relevant, attract new volunteers, and make sure the scouts is enjoyable for everyone.



Here's the lowdown...

We want the way that people can get involved in Scouts to be simpler, easier to understand and more appealing to get involved, especially to new volunteers. This means we're changing from a complex national system of over 400 volunteer roles to a new, much simpler system.

During the late spring of 2024, we're introducing changes to the way we volunteer. These changes, which are being rolled out nationally, are about making volunteering with us easier, more fun, and flexible and really fit with your skills, interests, and free time.

Not only is this good for you, but it will also help us attract more volunteers, and help all our current volunteers feel like they want to stay. This way, we will also stay relevant and inclusive to adults and young people from all backgrounds and remove any barriers to becoming (and remaining), a volunteer at Scouts.

To make flexible volunteering a reality, we need to change how we do things. We're moving to focused teams-based volunteering, which means there will be clearer roles and opportunities to do things for everyone. It will be down to your team to agree who does which tasks, based on everyone's skills and availability.

There are two types of roles in our new teams, Team Leaders and Team Members. Each team will have at least one Team Leader and everyone else will be a team member.

Referring to people as Team Members or Team Leaders is much easier for everyone to understand – especially when we are talking to people about getting involved. It's important to remember that this doesn't change the scouting name that people might have when speaking to young people, parents and caregivers – for example, they can still be called a 'Beaver Leader' or 'Cub Leader', 'member of the Squirrels Leadership Team' or 'Bluebird', 'Akela', or 'Skip' etc.



What this means for you as a member of a Scout Active Support Unit

Scout Active Support Units (SASU) won't continue in their current form. Instead, you will move into the team that fits the support you provide.

This will :

- Increase your sense of identity and belonging
- Make better use of your time and resources
- Make it clearer for others to understand what you do
- Provide you with support that really is a benefit and appropriate to your role

This means that some people will move from your Scout Active Support Unit to a team, and some will move to a sub-team, depending on the support they provide.

Here's some examples...

Possible Sub-teams of a District or County Programme Team

- Adventurous Activities Teams – for climbing, paddle Sports, hillwalking, shooting, archery etc.
- Nights Away Team - helping our volunteers introduce nights away into their section's programme, including assistance in gaining their nights away permits
- Top Awards Team – to support young people across the District or County gain their Top Award (including DofE Awards)
- International Team - organising trips and activities and supporting others through their planning for an overseas event
- Events Team – taking the lead in organising a large event
- Local programme delivery sub-teams - such as the Hospital Scouting Team

Possible Sub-teams of a District or County Volunteering Development Team

- Awards and Recognition Team - working to recognise and appreciate our volunteers for their brilliant work
- Learning and Development Team - helping our volunteers with their learning
- Young Leaders Training Team – to provide learning opportunities for Young Leaders

Possible Sub-teams of a District or County Support Team

- Growth and New Provision Team - helping Scouts to grow locally
- Communications Team - working to engage with local media
- Community Engagement Team – building and maintaining our relationships with other organisations within the local community
- Property and Equipment Team – day to day management, coordinating bookings and ongoing maintenance
- IT and Digital Team - supporting IT, website, social media, email and technical aspects of wider communications

Possible Sub-teams of a Group Leadership Team

- Support team – to provide various administration or finance support etc.
- Property and Equipment Team – manage the group HQ, coordinate bookings, carry out maintenance, and manage and maintain group equipment
- Fundraising Team – to raise funds for the Group
- Community Engagement Team – to promote the groups opportunities to join and volunteer

What this means for you

This means (for example)...

- if you are currently a member of a SASU that is focused on supporting a specific activity like hillwalking, caving, archery, or air etc., you will move to a hillwalking, caving, archery, or air etc. sub-team, which is part of the County or District Programme Team (as appropriate).
- If your current SASU supports maintaining a District campsite, your whole unit will move to a sub-team of the District Support Team.
- If you help with a specific area of administration, for example, producing the District newsletter, you will become a member of the District Support Team.
- If you help with group admin., look after the group website, or help manage day to day finances you will become a member of the Group Support Sub-team, which is a sub-team of the Group Leadership Team.
- If you help with managing the group HQ, by coordinating bookings, or carry out maintenance, or you help manage and maintain group equipment you will become a member of the group Property and Equipment Sub-team which is a sub-team of the Group Leadership Team.

Your current SASU manager and Group, District or County Lead Volunteer will be able to support you with your individual circumstances and talk you through which team you will be a member of.



The most important thing to remember...
is that the support you provide doesn't change

Your new team (or sub-team) will be made up of Team Members and at least one Team Leader. As a Team Member there is some really easy online learning that you will need to complete, in a way that fits around you.

There's nothing to be concerned about, this learning is fun and will not take you long, and can be easily completed in bitesize chunks, when it best suits you. It is designed to support you and will help you continue to be a great member of your new team.

The great news is that if you have completed our current Getting Started learning or hold a Wood Badge there won't be too much to complete. There's more information on this later in this guide.

Supporting you

Words cannot express how much we value your personal dedication and commitment to scouting and the lifelong benefits you help to provide our young people with.

The parents, guardians and families of our members put unmeasurable trust in us as volunteers. This is because of their resounding belief in the benefits scouting brings to young people, helping them to develop skills and succeed in life, in hand with your professionalism and commitment as a member of your Scout Active Support Unit, and the exciting programmes and opportunities your support helps to provide.

Without question, they assume that the adults they are entrusting with their children have the appropriate skills and knowledge to enable them to run safe programmes and support the needs of young people. To support you with this we are committed to helping you develop your skills and knowledge to enable you to continue to help run and/or support great, safe scouting.

There is some online learning that everyone who is an adult member of the Scouts needs to do and there is lots of optional learning you can choose to complete too. This learning not only supports you in your new team roll but it's also a great addition to your own personal development and looks great on your C.V.

As well as the changes, we are making to the way we volunteer, we are also changing the learning and development that we provide to support you. As we are currently in a period of transition there are two options for you to complete your mandatory learning which really will support you in your new team role.



Option one: our current learning...

If you want to complete your learning before 31st March 2024...

Our current learning is called Getting Started. The learning is designed to support you in your role, and you can complete it at your own pace and in any order.

The topics covered provide you with support and the essential information and skills you need to be an effective volunteer in the Scouts.



Getting started learning consists of five topics:

- Essential information
- An introduction to General Data Protection Regulations (GDPR)
- Safety
- Safeguarding
- Tools for the role - section leaders

This online learning can be completed in any order. Each topic will take you around 30 to 45 minutes to complete.

If you are also a member of a trustee board, you also need to complete 'Introduction to being a Trustee in the Scouts'.

It is important to note, you only need to complete most of this learning once. If you have already completed Essential information, An introduction to General Data Protection Regulations (GDPR), and Tools for the role - section leaders, (and if needed Introduction to being a Trustee in the Scouts), or have a Wood Badge you do not need to complete them again.

Safety and Safeguarding need to be completed every three years so if you have completed these within the last three years you currently have nothing to complete. Next time you need to complete them you will complete Safe Scouting which is part of the new Growing Roots learning (see below).



You can access this learning at:
www.tinyurl.com/scoutsgettingstarted

Option two: our new learning...

If you want to complete your learning after 1st May 2024...



In late April 2024 we're replacing our current Getting Started learning with Growing Roots learning. Our new learning will be more engaging and fun to take part in. It will also be relevant to your new team role.

Growing Roots learning has a minimum of five parts:

Four parts that everyone needs to complete:

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

And then for:

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

It is important to note you only need to complete this learning once. If you have already completed Essential information, An introduction to General Data Protection Regulations (GDPR) and Tools for the role - section leaders, or Tools for the role – managers and supporters as part of Getting started learning, or have a Wood Badge you do not need to complete them again.

Safety and Safeguarding need to be completed every three years, so if you have completed these within the last three years you currently have nothing to complete. Next time you need to complete them you will complete Safe Scouting which is part of the new Growing Roots learning.

If you are in the process of completing Getting Started learning at the point of transition to the new Growing Roots learning, topics will be mapped across as follows...

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

Getting started learning can be completed between now and 31st March 2024. Growing Roots learning will go live on 1st May 2024 and needs to be completed within 6 months (so, by 1st November 2024).



In Scouts, we give our young people adventures and opportunities to develop new skills through the activities we offer. For any activity to be delivered successfully, it must be delivered safely, this includes making sure there's adequate first aid equipment and experience in the team delivering the activity.

First Response (the first aid training offered at Scouts), gives our adult volunteers the vital skills and knowledge they need to manage incidents and provide basic first aid to our young people and adults.

As part of our move to the team-based approach, a national review of who requires a First Aid qualification (minimum of First Response), was undertaken and the following principles were 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 adults with first aid cover
- Having a body of first aid trained volunteers has a positive impact on our communities

This means that a First Aid qualification (minimum of First Response), is required by everyone who is in a team that is responsible for programme delivery or who has regular contact with young people (as a Team Member or Team Leader).

Here's some examples...

Some teams that DO require a minimum of First Response

- Squirrels, Beavers, Cubs, Scouts, Explorer Section Leadership Teams
- Group Leader Volunteers
- Members of Adventurous Activities sub-teams: hillwalking, caving, archery, air etc.
- Top Awards Sub-teams
- Events Sub-teams
- Young Leaders Training Sub-teams

Some teams that DO NOT require a minimum of First Response

- District Support Teams
- Group Support Sub-teams
- Property and Equipment Sub-teams
- Awards and Recognition Sub-teams
- Learning and Development Sub-teams
- Growth and New Provision Sub-teams
- Communications Sub-teams
- Community Engagement Sub-teams

These lists are not exhausted.

More information about First Aid and our First Response courses can be found on our web site at:
www.tinyurl.com/1st-response

Don't panic - If your new team role requires you to hold a first aid certificate (the minimum of First Response) you have 2 years from 1st May to complete it.

Optional Branching Out learning

Branching Out, Wood Badge, learning is optional and enables you to continue your learning and personal development to gain your Wood Badge. The branching out programme of learning, is personalised to your interests and needs and the learning you want to complete is chosen by you.



The learning and development opportunities available range from skills-based learning such as scouting skills, supporting the needs of young people, public relations, growing scouting, and effective team work through to experience in leadership, management, communication, organisation, safeguarding, trustee training and experience of working with young people.

It's focused on being engaging, and relevant, and we really hope is something you will explore and want to do.

More information will be share about Branching Out learning as soon as it is available.



More about our new teams structure

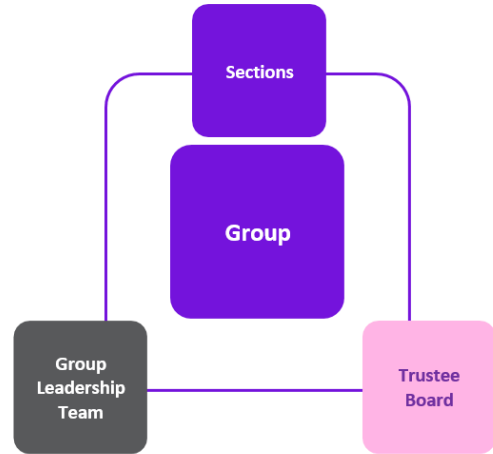
All teams in Scouts help young people enjoy their scouting and take part in safe, fun, high-quality programmes.

The tables below show how each part of our structure supports our volunteers and contributes towards providing brilliant programmes for young people.

Scout Groups

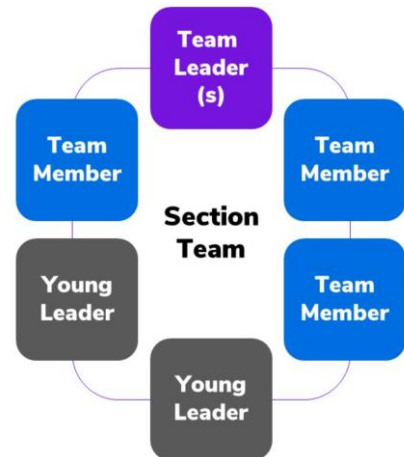
Scout Groups maintain an effective and motivated group of volunteers across the group's sections, whilst ensuring the group is well regarded in their local community.

Within each Scout Group are three types of teams:



The Section Team...

consists of a team for each section in the Scout Group (Squirrels, Beavers, Cubs & Scouts), they work together to run high-quality programmes safely.



The Group Leadership Team...

looks after the overall operation of the Scout Group and helps all the adults in the group work together to plan and run high-quality programmes.

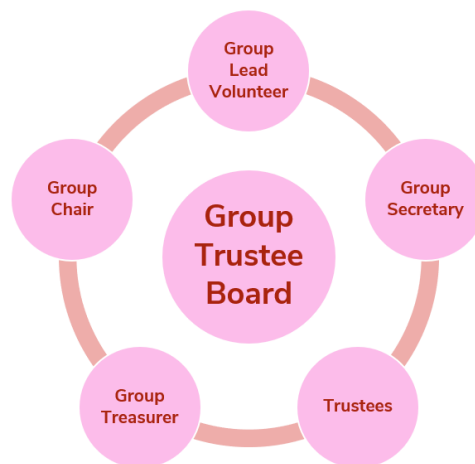
The Group Leadership Team includes each of the Section Team Leaders and people that want to focus on supporting the whole Group.



The Group Board of Trustees...

Together, the Group's Trustees make sure that the Scout Group is well managed, risks are assessed and mitigated, equipment is in good working order, and everyone follows legal requirements and our policies, organisation, and rules.

Their support helps the group's section teams run a fantastic programme that gives young people experiences that help them learn and will remember forever!



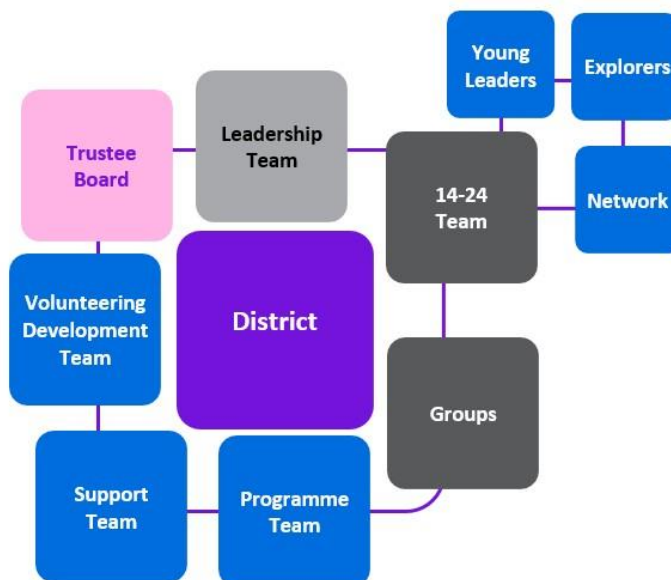
Scout Districts

Scout Districts lead and support scouting across the district, enabling volunteers' development, enhancing sections' programmes and providing operational support.

Districts also maintain an effective and motivated group of volunteers across the explorer and network sections, whilst ensuring the 14-24 provision is well regarded in their local community.

In the District, the teams are split into 6 areas. These are:

- **District Leadership Team**
Leads, inspires and motivates
- **District Trustee Board**
Provide effective governance
- **District Programme Team**
Brings section roles together with other activity experts and provides a programme of district events.
- **District Volunteer Development Team**
Ensures our volunteers (in groups, units and the district team), are well supported
- **District Support Team**
Helps to keeps things running smoothly by **providing** tools and resources such as communications, badge supplies and incident management
- **14 to 24 Team**
Supporting the Explorer and Network section

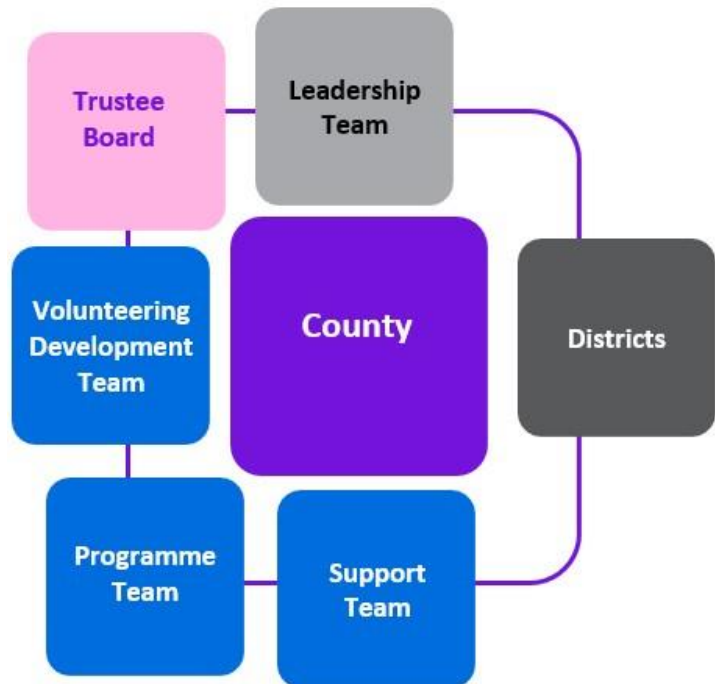


Scout Counties

Scout Counties lead and support scouting across the county, enabling volunteers' development (with focus on those in the County teams, including District Lead Volunteers), enhancing sections' programmes in ways which are better delivered at scale and providing operational support.

Within the County, the teams are split into 5 areas. These are:

- **County Leadership Team**
Leads, inspires and motivates
- **County Trustee Board**
Provide effective governance
- **County Programme Team**
Brings Programme Team Leader and Section roles together with other activity experts and provides a programme of county events.
- **County Volunteer Development Team**
Ensures our volunteers (at county level), are well supported
- **County Support Team**
Helps to keep things running smoothly by providing tools and resources such as the County Development Service and the South London Scout Centre



The remits of each of these teams at County level are distinct from but compliment the purposes of the teams at District level.

We are transforming your volunteer experience



Welcome



Learning



Teams



Digital Tools



tinyurl.com/volunteer-journey

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