

A Warmer Welcome:

1. Will there still be a requirement for Districts and Regions to have an Appointments Advisory Committee with a Chair, Secretary and Members?

Whilst we won't have an Appointments Advisory Committee, the organisation will still require people to carry out Welcome Conversations with new volunteers. This is not a separate role but rather a function that an existing volunteer will do. For a new volunteer taking on a section role, they will have a conversation with someone from the same Group or Unit that they are to volunteer with and with an independent person from the District who is in Scouts but outside of their Group or Unit. Further details of exactly how this will work are still being developed.

2. Who will be responsible for the other functions of the Appointments Advisory Committee e.g. meeting with volunteers coming back after a suspension, supporting appointment reviews etc?

The other tasks that an Appointments Advisory Committee carry out will move into the relevant teams (Leadership, Volunteering Development, Programme or Support depending on the task). The volunteers who are currently part of an Appointments Advisory Committee will be given the option to move into those other teams as appropriate. Further details of exactly how this will work are still being developed.

3. Will the welcome be managed / driven by the District or the Group?

It is anticipated that the welcome would be driven by the Group Scout Leader (or Group Team Leader) but include someone from the District appointed to undertake these welcome conversations.

4. Can Districts post vacancies on the Welcome page?

While the details are not yet known, we anticipate that all vacancies in Scouting including Section, Group, District and Region vacancies will be able to be posted on the Welcome pages of the website.

5. The current referee system is poor to say the least. What is the proposed self-refereeing system mentioned earlier actually going to look like?

We understand that a new leader wishing to join as a volunteer will be able to offer the names and contact details of up to four referees. From these four we hope that at least two will respond. This process follows the advice of the NSPCC who feel that having referees in this process is important.

6. Which volunteers might be on the welcoming team? Is it linked to the group or district?

The Welcoming Team will include someone from the Group where the adult wishes to volunteer and someone from the District. For District roles it will be someone from the District and someone from the Region.

Simplifying Volunteering:

1. Will moving from roles and titles to a team-based approach really make a difference?

Whilst some positions such as District Commissioner will retain a title i.e. District Lead Volunteer, the majority of volunteers will be part of a team and that team will have a responsibility shared amongst the team's members. The new team-based approach should make it much easier for people to volunteer flexibly and to bring their strengths and skills to the team.

2. Will there be an option to share the responsibilities of being a Team Leader?

It's important to recognise the value that all team members bring with them, as well as the importance of making sure that all teams are well-led. We encourage one or more of the team members to take on the Team Leader role. They're responsible for coordinating the team and bringing people together but it doesn't mean they have to take on responsibility for all of the tasks that the team complete. Being part of a team means the workload is shared out. A Team Leader can step back to be a team member or move to another team at any time that suits, giving more people the opportunity to take on leadership roles and gain that type of experience.

3. What will people who are currently 'PVG Only' need to do e.g. parents attending a parent and child camp?

This function will continue to exist separate to the Section team roles and will be known as 'Non-member (requires disclosure)' to best reflect their position. We also hope with reduced complexity and increased flexibility in section teams, that this will enable more people to volunteer as part of a section team. These volunteers will continue to be recorded at the Group/District/Region level, rather than as part of a Section.

4. Where do Explorers fit into the Group and District teams? Does the Explorer Function just become another Group structure?

A review and refresh of the programme for 14-24-year olds is one of the key initiatives currently ongoing as part of the *Skills for Life* strategy due to conclude in 2025. Until this time Explorers will continue as it is currently – a District provision with partnership agreements

The District 14-24 team is expected to be structured to include the 14-24 Team Leader, 14-24 Team members and Section Team Leaders of each Section for 14 - 24 year olds

(Explorer Scouts, inc Young Leaders and Scout Network). Section teams are expected to be structured in the same model as other sections with Team Leaders and Team members. The team descriptions are currently drafts with finalised version due to be shared later in 2023.

5. Under the new teams structure will the concept of Parent Helper still exist, or will they just be a "Team Member"? Will this mean that they will need to do more training than they do at present?

At this time no changes to the scope of casual helper have been agreed, guidance will be provided on this in due course. It is however really important that Section Teams are appropriately skilled for their roles. Parents and carers trust that the people looking after their family members know what they are doing.

As the team definitions are developed clarity will be provided on where the line is for a volunteer to become a team member and therefore need to complete core learning

More Engaging Learning

1. Will there be a matrix of essential training for the different team members at the different levels? Will there be a separate Essentials of Scouting for committee members new to Scouting but who don't need to know how to run activities for a Section?

The new learning is being designed in bite size packages, and these can be mixed and matched to support your needs and background. A small selection of these packages will form the core learning to be completed by all volunteers regardless of role (Safe Scouting, Essentials of Scouting, Data Protection and Equity, Diversity and Inclusion).

2. Will there still be an option to run F2F training to groups of leaders as otherwise we will lose some of the peer-to-peer learning experience?

Workshops and F2F learning are to be encouraged, they are valuable opportunities to bring volunteers together to learn and share experiences. There will still be practical courses where it will be necessary to meet F2F.

Workstream 4 - Digital Support

1. Will we still have to show certificates to line managers to prove that learning has been completed?

Printing off and passing certificates to line managers will not be required on the new platform. The new system will record completed modules, and this information will then be visible to line managers.

2. I have 2 emails in Compass, one for Scout stuff, training@ etc, the other unique to me. Can I leave as is, use the unique one to access new system, wish to retain training@ etc. for emails from Gilwell, Scouts Scotland other official comms.

Yes, you can! Your 'general communications' email should be marked as your primary email for Scouts. However, a second, personal email needs to be added and marked as 'unspecified' so you can use it to log into the new system.

3. Is it only adults being administered on the new system?

At present yes. Further research is ongoing that will lead to decisions about how we will record young people's data, in the future.

4. What provisions are being made for future proofing the digital learning going forward. Using mobiles for e-learning has been a patchy experience when the Scout e-learning is not compatible on mobiles as phones change and software updated. As we rely more on digital this becomes vital.

The new learning is being designed to be accessed from laptops, tablets and mobile phones. This is to provide volunteers with multiple options to access the learning. The aim is for the learning content to be digital first, but not digital only. This is to support volunteers who have limited access to IT.

5. Is there any consideration for remote locations that don't have continuous access to the internet?

We continue to raise this issue with Scouts. However, the new learning will be 'digital first' not 'digital only', so other delivery methods can be made available. Also, the digital learning will be in bite-size units, so shouldn't require lengthy periods online.

6. Compass replacement - we currently use OSM for admin/finance. Will new system offer existing OSM functions for groups/sections?

The new membership system will manage adult records – personal details, permits, training, disclosures, awards etc. For now at least, it will be completely unrelated to admin or finance for Groups/Sections, so you can continue to use OSM for this.

7. Will there be training on how to sell the changes and new ideas to the "old guard"?

Transformation Leads in each Region will be working with Groups and Districts to promote the changes and support their implementation, so please ask for their help, if it is a hard sell. Some are also recruiting 'Digital Champions'. The Scouts do recognise that some people will need some training to boost their confidence or develop their IT skills and provision is being made for that.