

You may have heard there's big changes happening – here's a summary of what's coming.

## A warmer welcome for all

Recruitment will be made easier with the ability to create opportunities and digital adverts to reach new people.

The Appointment Interview that is often perceived as intimidating will be replaced with a 'welcome conversation'



New volunteers and those supporting them will be able to track their progress digitally.

## Why?

You've told us the current welcome process can be off-putting and the admin takes a lot of time.

## Simplifying roles and structures

Most volunteers will be members of teams rather than have specific roles, making it easier to share workload.



Team descriptions will give purpose, tasks & outcomes, replacing the current role descriptions.

Teams will be able to organise themselves in the way that works for them. Some roles will remain but titles will be updated.

## Why?

Current structures and roles are confusing and off-putting for recruitment. We have a number of people who carry lots of responsibility which might be better shared with others in the team.

## More engaging learning

New digital tools will make learning more accessible, personalised and relevant.

Heavy admin will be removed. You will no longer need to manually record or validate learning.

Content will be split into mandatory Core Learning, and Branching Out learning. At this stage Wood Badges will become optional.

## Why?

We were told volunteers' learning was not being validated because training advisers were too busy and there was often too much to validate during one meeting.

## Digital tools (or support) to get stuff done

New Membership and integrated learning platform will be accessed via a single log-in on [scouts.org.uk](http://scouts.org.uk)

It will be accessible no matter what device you use and has been tested with real volunteers.



Digital Champions will support those not fully comfortable with digital.

## Why?

Compass was only ever used by a small number of people and is not fit for purpose.

## Timeline

Apr 23 - Jan 24

- Continue communicating changes
- Start preparing for changes locally
- Change to team roles
- Change to welcome process

Mar - Apr 24

- Continue embedding cultural changes
- Prepare for migration to new digital tools

Apr - Jun 24

- New digital tool goes live
- Feedback gathering of new tool

