

More Engaging Learning

You may have heard there's big changes happening – here's a summary of why we're replacing our current Adult Training scheme.

Why we're changing how we learn

Research has told us that the current volunteering learning process was confusing, not always relevant for roles and was admin-heavy.

Our new learning tool will have a clear and simple set of learning to do. This will make it easier for new volunteers to know what they need to complete when they join Scouts.

The new system for learning will be:

- Easier learning journey for all
- Digital first, but not digital only
- Learning will be specific to individual roles

Our new digital tool

Our new tool will make learning easier and more accessible. You'll be able to:

- Log in and see your personalised learning all in one place
- Track, sign off and record your learning as you go
- Be accessible through one central point
- Have start-stop functionality meaning you can learn in your own time
- Have facilities for those with additional needs e.g. screen readers, subtitles etc
- No separate validation needed
- Non-digital learning available where necessary

What will the learning look like?

Almost all volunteers will go through the following 'Growing Roots' learning in their first 6 months. Exceptions to this can be [found online](#). These training modules will replace 'Getting Started' and will include:

- Who We Are and What We Do
- Creating Inclusion
- Data Protection in Scouts
- Safe Scouting

Some roles will also require the following learning to be completed:

- Delivering a Great Programme, for our Section Team
- Being a Scouts Trustee, for our Trustees, including Lead Volunteers
- Leading Scout Volunteers, for our Team Leaders and Lead Volunteers
- All roles working with young people will require a minimum of First Response

'Branching Out' will replace the rest of the current modules.

Once Growing Roots has been completed, optional additional learning will be available. Some roles will require additional learning.

Current modules will be replaced gradually over time.

What about Wood Badges?

The Wood Badge is becoming optional.

This means there'll be no repeated learning and volunteers have the freedom to choose whether they would like to complete the Wood Badge going forward.

If you've already started working towards your Wood Badge, don't worry, you'll be credited with all modules you have validated.

What about Mandatory ongoing learning?

There will still be the need to carry out ongoing learning such as:

- Safe Scouting, every 3 years
- First Aid, minimum first response, every 3 years
- First Response, 10A & 10B, are staying as they are

Currently working on Getting Started? We recommend you complete this prior to the launch of the new learning tool, otherwise you'll need to start Growing Roots from the beginning. Look on the following page for how current learning will map onto Growing Roots.

How current learning data will map to Growing Roots

A volunteer will need to have the below modules validated prior to the transition in order to have completed the related learning in Growing Roots.

Current Module(s)	Growing Roots Learning
GDPR	Data Protection in Scouts
Module 7 - Scouting for All*	Creating Inclusion
Module 1 - Essential Information	Who we are & What we do
Safety Safeguarding	Safe Scouting
Module 3 - Tools for the Role (Section Leader) Module 12A - Delivering a Quality Programme* Module 12B - Programme Planning* Module 17 - Running Safe Activities * All four modules above must be validated for the new learning skill to be signed off*	Delivering a Great Programme
Full Manager and Supporter Wood Badge*	Leading a Scout Volunteer
Trustee Introduction	Being a Trustee in Scouts

*These are changed from the previous role mapping that was shared

What does this mean in practice?

- Section Assistants or any Section Leader who haven't had Module 7, 12A, 12B or 17 validated will have additional learning to complete.
- Any Lead Volunteers without a Managers & Supporter Wood Badge will have learning to complete when they migrate.
- Section Assistants should continue to make sure they have validated all relevant modules.
- All Wood Badge roles can continue to work towards achieving their Wood Badge.
- The current mapped modules should also be validated prior to migration by completing the module or, where applicable, prior experience.

Compliance

Volunteers will need to complete any outstanding Growing Roots learning, which hasn't been credited through their migrated modules, once live on the digital tools:

- **Safe Scouting & Data Protection:** Volunteers who haven't completed this will have six months from their previous role start date to complete this learning
- **All other Growing Roots learning:** Volunteers who haven't completed any other Growing Roots learning will have six months from go-live of the digital tools to complete this learning