

Transformation – Early Summer Update 2023



This update builds upon the Spring document. What is included here is an update on some of the key strands of activity where there have been some notable developments over the last three months. It is not a recap or summary of all the work currently underway within the Transformation Programme, for that, I suggest looking at the Somerset County Website Transformation Page which is available by clicking on the following [LINK](#)

This update covers the following topics:

- Volunteering Culture
- Changes to Getting Started Training.
- Digital Skills Tool
- Volunteering in Teams
- Trustee Boards

Volunteering Culture

Transformation is not just about tangible or material changes; it is also about how we all approach Scouting. This is captured in our Volunteering Culture which sets out three sets of aims to help everyone have a positive, safe, and rewarding experience by being part of Scouts, these are.

- What Scouts will provide.
- What the individual will undertake or do.
- What Scouts and the individual will achieve together.

For the full Volunteering Culture document, please go to the following page at [Scouts.org.uk](https://scouts.org.uk).

[Volunteering Culture](#)

Changes to Getting Started Training

For those who have yet to complete their Getting Started training, or those who are line managers, this next section is important.

As part of the change from training to learning, Scouts are replacing the current Getting Started arrangements and replacing it with a broader suite of material to help and signpost

volunteers into their role. This is called Roots Learning and is the core learning that will be mandatory for almost every role in Scouts.

Currently, Getting Started consists of four, five or six elements depending on the role and should be completed within five months of your appointment appearing on Compass. With the planned changes to the learning structure that have been covered before, the change to an optional Wood Badge for all, it is important that volunteers have all the tools that they need to undertake their role either in delivery to our youth members, as a manager in a lead volunteer role, as a supporter in a Group, District or County Leadership Team or as a Trustee.

Roots Learning is being developed to accommodate all this and the elements completed will depend on the role though there are some elements common to all. All the learning must be completed within six months of a new appointment. For those who are already appointed but still to complete their Getting Started, there is a period of transition. Broadly, it looks like this:

If your appointment was on Compass before 1st September 2023, providing you complete and validate all elements of the current Getting Started, you have no further learning to complete as part of Roots Learning. You will, however, need to refresh certain elements such as safety and safeguarding periodically.

If your appointment is after 1st September 2023, you will need to complete all the current Getting Started modules and two modules from the current Wood Badge Scheme: Module 5 – Fundamentals of Scouting and Module 7 – Scouting for All. This will align you to the new Roots Learning.

After Transformation, currently February 2024, if you have not completed your Getting Started, you will need to complete all the new Roots Learning modules.

More details will be sent out to those individuals most affected by this, learners to who this applies, line managers (GSL's etc), training managers / advisers and appointments committee members. There are also four excellent short videos you can view and provide feedback on which are at the Testing Hub. To access, click on the following link

[INTRODUCING THE LEARNING TREE](#)

Digital Skills Tool

Developing digital skills is important to all of us as citizens, as well as in our Scouting roles working with, or supporting, young people who are 'digital natives'. Scouts are aware that volunteers have a range of different digital skills and confidence levels so some help, to enhance, improve, even start, would be very valuable.

As new digital tools are rolled out to help with Scouting, supporting all volunteers to feel confident using them is key to making things easier and therefore, Scouts has created a new learning and resources tool.

The Digital Skills Tool provides tailored learning content - has been co-created with volunteers and can be used to assess their own skills and gaps in their knowledge, use the resources available and ask questions and request help from other volunteer 'Digital Champions'. The Tool will be launched shortly and initially, it will be separate to any current systems such as Compass. Next year, the tool will be integrated into the new Membership System.

The tool will consist of three parts; Tailored Learning providing a series of self-tests, some recommended skills delivered in bitesize format and a library of skills that can be selected. There is a section where you can ask for specific help or guidance maybe to set up an online meeting or create some content and finally, a third section where you can ask specific questions of our Digital Champions and receive a personalised response.

This is going to be a really useful resource as it is designed by volunteers and with volunteers supplying the content (Digital Champions will be volunteers too), who all understand Scouting.

Currently, this should be coming "on-line" in July this year.

Volunteering in Teams

The Spring Update together with targeted mailing to GSL's, and District / County Teams last month dropped the seed of this and provided some detail. There is also quite a bit of information on the Transformation Page on the County Website.

We are starting to move forward with this to try and get an idea of what that might look like. Whilst role titles will not change until Transformation, the District Commissioners and County Commissioner are starting to look at what that might mean in their areas of responsibility. We know that around 85% of all roles will be automatically mapped to new and this will largely be true at Section / Group level. Where that is not the case, line managers will be having a conversation, later this year, with individuals to see where best their skills and interests will best lie. Remember, this is not a reduction process, and we would like all to be fully engaged in supporting Scouting for many years to come !

Once the Districts / County has an idea, by no means a finished piece of work, we will be looking to engage with Groups and Explorer Scout Units probably after the summer break so that they can start to consider and formulate plans.

The support materials from Headquarters are not yet complete and will be continuing to develop over the coming months with team responsibilities and the structure of "Accreditations" (see below).

Accreditations will be introduced as part of Transformation and applied to individuals. An accreditation will signify what that individual is accredited to undertake. So, a Team Member may have accreditations to run a Nights Away Activity or oversee a Kayaking Activity etc. To receive an accreditation, a volunteer needs to meet the right criteria. For example, they might hold a certain qualification, have done specific learning, or be in a particular role. Some accreditations will expire after time. They'll need to be reviewed and given again.

Trustee Boards

Since the April edition of Policy Organisation & Rules (POR), all Executive Committees automatically became Trustee Boards (at Group, District and County levels) and all Executive Members became Trustees. Role titles, however, will not change until the new Membership System is introduced next year.

Trustee Boards need to start to think how they will migrate operational activities, which they are not responsible for, and concentrate on the governance element of the Group, District or County. This will necessitate the Chair and the GSL (or District / County Commissioner), making some plans to implement over the next few months.

We can expect to see some additional “tweaks” to Trustee Boards before the end of the year but for now, focussing on their Annual General Meeting, in which the Constitution needs to be adopted and getting training completed should be the order for the next couple of months.

More Information

This update is just that, some brief notes to keep you informed and more detail is available.

- On the Somerset Scouts Website – Transformation Page [LINK HERE](#)
- By Information Guides sent to specific members with key responsibilities
- Through Scouts Membership Mailings and National All Members Calls



**We want to make volunteering with
Scouts easier and more fun...**

**...so that we can attract more volunteers
and our current volunteers want to stay**

