

Transformation – Spring Update 2023

Transformation is moving at pace with the primary activities focussed on the Volunteer Experience. I thought it would be a suitable time to bring you up to date with the progress and plans for the various elements that make up this aspect of the change.

You may have seen some of this in the monthly membership mailing or heard about it on an all members call. Maybe you have ventured onto the Adult Support area of the County Website to look at the detail on the Transformation Web Page. Or maybe your line manager has cascaded some information at a local meeting, or you have attended a District meeting when the topic has been raised. By whatever means you are getting your information, I do hope that you have an idea about Transformation and how you may be impacted.

Transformation is not just about doing things in a different way though this will be the case to simplify and improve many of our processes. It is also about a change in our culture, how and why we do things to be at our best for all, so that we attract more volunteers, and our current volunteers want to stay.

This short summary, spread over a few pages could supplement or summarise the position for you.

We are transforming your volunteer experience
We're moving from appointment panel meetings to welcome conversations that will take place in your group.



The first experience for a new volunteer is vital, and that is why we are introducing a simplified and more personable approach.

New volunteers will be able to directly input information and track their progress digitally through new tools via scouts.org.uk. Replacing an Appointments Panel will be a discussion with the line manager and a trained member of the District or County Volunteer Development Team. In many instances, this will be at the local meeting place.

References and a DBS will still be required but some other elements to the process are being removed or adapted to reduce the overall time to complete.

Local support from within your Group, or District if appropriate, will help you through your first few months and explain how you fit into Scouting and what learning is required within your first six months.

These changes will be introduced at and around the time of Transformation, currently planned for February 2024. If you want to know more about this element of Transformation, look on the County Website at <https://www.somersetscouts.org.uk/adult-support/scouts-transformation> and click on “A Warmer Welcome”

**We are transforming
your volunteer experience**

We are moving to teams-based volunteering.

Each team has a clear purpose and shared tasks.



We are moving away from individual role description to ones based upon operating in teams. Working in teams is effective and spreads the load. Many Groups and sections already are working in this way, and this formalises and puts some structure around those teams. Each team will have a team description with the ability to divide many tasks between members so that we make the best use of time, ability, and skills.

At Section level, each team will have one or more team leaders (currently the Section Leader). We are removing Assistant Section Leaders and Section Assistants, and both will become Team Members as, to most people, there is no visible distinction. The change in these roles will be automatically mapped into the new Membership System at Transformation. At the same time, the Group Scout Leader will become the Lead Volunteer for the Scout Group and the role of Deputy GSL or Assistant GSL will disappear. A Group Leadership Team will include the Lead Volunteer, Section Team Leaders and others as required to share and perform the team responsibilities. If a Group has an Active Support Unit, this will become a sub team of the Group Leadership Team. Other sub teams can be created as required to undertake operational tasks and activities that may currently be the responsibility of the Executive Committee.

At District and County, teams will be established and responsible for tasks around the age 14-24 members (District only), and Programme, Support and Volunteer Development. This will be in addition to the District or County Leadership teams where the respective team leaders will be members alongside the District / County Lead Volunteer. Current roles such as Deputy or Assistant District Commissioners, District Leaders, Deputy, or Assistant County Commissioners will disappear, and these individuals will have discussions with their line manager to identify which team or teams they may wish to lead or join.

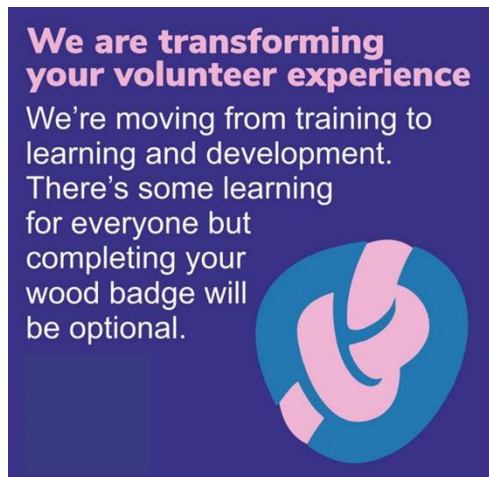
Over time, post Transformation, other existing teams of volunteers will disappear. These will not be on “day one” as there will be much to do in transitioning aspects of our volunteer journey, but we will see Appointments Teams and Training Teams come to a natural end and members migrating to the new Teams structures.

With the publication of the latest version of Policy Organisation & Rules (April 2023), Executive Committees at Group, District and County will automatically become Trustee Boards and their members, become Trustees. These changes will not be reflected on Compass but will appear in the new Membership System early next year.

In the meantime, Trustee Boards, which have a much narrower focus than Executive Committees centred on governance aspects are live now. Over the coming months they will be working to separate the governance from operational responsibilities so that the latter can migrate to the relevant support teams at District / County or Group Leadership Team.

GSL's, Group, District and County Chairs together with District and the County Commissioner have received more information on this current change especially with a view to any AGM in 2023.

If you want to know more about this element of Transformation, look on the County Website at <https://www.somersetscouts.org.uk/adult-support/scouts-transformation> and click on “**Simplifying Volunteering**”



You may have heard a bit about the planned changes to training. Transformation will see the change to learning to better reflect the part that it plays in our volunteer experience. In response to many comments about too much, too long and not relevant, changes will see a simplification of learning which will cover all appointments and be tailored to your role as either programme delivery, managing a team or being a trustee.

This will be the core learning for almost every member and be known as Growing Roots. It will be expected for a new volunteer to complete all the material within 6 months and for existing members to add in any learning not already completed (including validation) under the present scheme. Growing Roots will be delivered digitally in “bite sized chunks” which can be paused and picked up for completion. There will not be a requirement for any validation but likely to include some form of “self-test” and once completed, it will automatically be updated in your Membership record. No more certificates or delays. Further details about Growing Roots learning should be known in Summer / Autumn 2023. In addition to Growing Roots, First Aid will remain a requirement for many volunteers though, at the present time, we do not know who that covers and the timescale to complete.

At Transformation, the Wood Badge becomes optional* and available to all. Details will be published towards the end of this year. The format will be much wider than now and focus on what you want to learn if you select to work towards the award. There is no expectation for most volunteers to complete (this has to be clarified with the announcement of the scheme). If you are already part way through your Wood Badge, there will be a transition period and arrangements (again, at present, details are unknown).

*The Manager & Supporter Wood Badge Scheme is not changing in 2024 and will continue “as is” until further announcements about that scheme likely to be towards the end of 2024.

If you want to know more about this element of Transformation, look on the County Website at <https://www.somersetscouts.org.uk/adult-support/scouts-transformation> and click on “**More Engaging Learning**”

We are transforming your volunteer experience

We will have new digital tools for recruitment, welcoming, learning and adult membership management. These will all be accessed from scouts.org.uk.



Underpinning many of the changes will be the new Membership System. This will be accessed by everyone through the Scouts Website ([Scouts.org.uk](https://scouts.org.uk)) using a single sign on e-mail with password protection. The new system will only be able to recognise one e-mail address to access the system so, if you currently share a mailing address with someone else in the Scouts, you will need to change this. More information about that will be provided at the right time.

The new Membership System will have access to your joining information (if a new members), your membership details, which you will be responsible for updating as required, your learning history and other useful and interesting applications like Permits. The current plan is to deliver the basic features at Transformation and then develop additional elements over time.

The main channel of communication from Headquarters, your County and District will be via e-mail, so it is important that the correct mail address is loaded.

Scouts are looking to make more use of digital technology to speed up and simplify many of our current practices which are rooted in forms, paper and pass through many hands to be actioned or recorded. This will include elements such as joining, learning, personal data, and activity permits.

If you want to know more about this element of Transformation, look on the County Website at <https://www.somersetscouts.org.uk/adult-support/scouts-transformation> and click on “Digital Support to Get Things Done”



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

