



Spring Update 2024



This update continues to provide the latest information about the progress of changes in the Volunteer Journey part of Scouts Transformation. It is not a recap or summary of all the work currently underway or indeed completed, 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:

- Timeline Update
- Volunteering Culture
- Progressing Appointments
- Volunteering in Teams
- Training & Learning
- Trustee Boards
- More Information

Timeline Update

In early January, whilst undergoing testing of the new digital tools that form the core of our new Membership System, it became apparent that there were some issues about accurately transferring the large amount of data from Compass to our new digital system. The digital tools themselves, however, are built, and feedback so far has been very positive. The functionality, clarity and simplicity of the system will make usage much easier for all our members.

Currently, staff, volunteers and the system suppliers are working hard to resolve the challenges, so that testing can be resumed, and it is possible to get an idea about the go-live timings for later in 2024.

Whilst we wait for the digital systems to be ready, other strands of the activities to prepare for the changes being introduced can proceed. This re-focus over the coming months makes effective use of the time we have available. This is not the time to “switch off,” there is plenty to both plan and do over the coming months.

Plans are underway to trial the Welcome Conversation format within the current appointments process providing a culture of a warmer welcome. Initially, this is to be introduced into the 10 “Early Adopter” Counties to see how it works and allow for any tweaks or changes ahead of being rolled out to all Counties.

Scouts is pressing on with changes around Trustee Boards. In addition to the general migration from Executive Committees, which should be completed this year, the 2024 Annual General Meeting will see a change in the way in which Trustees are appointed and the structure of the Board itself.

As soon as we have an idea about the revised “go-live,” this will be circulated and, in the meantime, our Compass system will remain active, so it remains important that personal records are always kept up to date.

Please, if you are adding new members to Compass, ensure that all personal details, including an emergency contact is added. This is a mandatory field in the new system and getting the information in Compass now ensures the data is transferred and therefore will not restrict access once the new system is live.

In addition, please remember that appointments must be section specific (so do not add Group Section Assistant) as this ensures that the membership is tailored to the appropriate section in the new system.



**Our Volunteer
Culture**

Volunteering Culture

The aims of Transformation, particularly around the Volunteer Experience and making Scouts more welcoming, easier to deliver programme and tasks together with simplifying learning and tasks is not just about a new set of shiny digital tools. Our Volunteering Culture is a shared set of principles that outline how we behave, in line with our values. It guides and reminds us of our goal to help more young people gain skills for life.

It is there to help volunteers thrive from the moment you join, giving clear expectations of what it really means to be a volunteer in Scouts. By working together, and living our values of integrity, respect, care, belief and cooperation, our aim is to have a positive, safe, and rewarding experience as volunteers for a movement we truly believe in.

Our Culture is founded on our Values. That means that as volunteers we think carefully about the impact of our words and actions and behave as role models for our young people.

The Volunteering Culture is set out under three headings as follows

- What you, as a volunteer can expect from Scouts
- What Scouts can expect from you
- What we can do together

Our Volunteering Culture is intended to be a statement of the culture and values we seek to foster and develop. It is not intended to be another set of rules or conflict in any way with the requirements of Policy, Organisation and Rules (POR) which all volunteers must follow.

To learn more about our Volunteering Culture, click [HERE](#)



Progressing Appointments

Work continues with District Teams to look to progress as many members as possible to a Full appointment. Not only will this make the migration easier when the new Membership System is ready but also, there is an impact on all members who do not have a Full appointment. Any member at Pre-Provisional status must be supervised at all times when working with our young members.

So, if your appointment with Scouts is not at Full status, find out what is still required and please take steps to complete any outstanding element as soon as possible. Please have a look at your Compass record or ask your line manager (Group Scout Leader, District Explorer Scout Commissioner or District Commissioner).



Volunteering in Teams

Whilst our basic structure in Scouts will remain in the form of Sections, Groups, Units, Districts and Counties, as well as broadly the tasks that happen at each level, for example, section teams will still deliver programmes to young people, within this framework our way of working will change.

You may be already aware that we are removing our current role descriptions, (where one volunteer takes on a specific list of responsibilities) and replacing them with new team descriptions. I know that some Group, and Section teams already approach volunteering in this way, and it really works for them. Some teams might start off with only one or two people, but by being flexible about how we ask people to volunteer, we will make it easier for new people to join in.

To learn more about Teams, have a look at the pages on the Scouts Website by clicking on this [LINK](#)

Our District and County Teams are already making great strides into setting out their new team structures. This is an important building block as their structures are seeing a broader change than at Group level. I know that some people with District or County appointments, especially where these will not be continuing in the same name or format, will already have been contacted by their line manager. If you have not yet had contact, this should happen in the coming weeks.

If you volunteer as part of a Scout Group, your Group Scout Leader should have already spoken with you about the small change to your section team, explaining what changes will be needed and what remains the same. All aspects of our delivery of great programmes and

opportunities to our young members remain unchanged. Whilst your appointment may change name on the new Membership System to Team Lead, Team Member or Lead Volunteer, you are still a “leader” and what your members call you; “Nutkin,” Silver Beaver,” “Akela,” Baloo,” “Skip” or “Hazel” or “Rick,” remains unchanged.

Whilst most members will map to the new structures, there are some for whom their current appointments will disappear.

Scout Active Support Units (SASU) will not continue in their current form. Instead, we will be using sub-teams to organise our volunteers clearly within our new team structure. When building new teams, some volunteers could move from a SASU to a sub-team. This sub-team might reflect what our current Scout Active Support Units focus on.

Within a Scout Group, this could be a sub-team of the Group Leadership Team and focus on supporting the Group in activities, maintenance, or other function.

Within a Scout District or County, this could be a sub-team which has a specific discipline such as Water Activities, Target sports or DofE and these will be part of the Programme Team. It could also be a sub-team which focusses on a Camp Site or Media activities, and these would be part of the Support Team.

County Training Team will also not exist as it is at present. From the date of Transformation, Training Advisers and Local Training Managers will no longer be a role in Scouts. There will, however, remain the need to support learners either locally, as part of the Group Leadership Team or the District Volunteering Development Team.

District and County Appointments Advisory Committees and Appointment Panels will be replaced with the Welcome Conversation. Consequently, members of these committees and panels will not continue to support the new volunteer / appointment process. Again, the provision of support to welcome new members will be the responsibility of the Group Leadership Team and the District Volunteering Development Team.

Skills Instructors, Supporters and Advisers will no longer be “stand alone” appointments but the individual could be a member of any of the Group, District or County Teams that would be appropriate for their skill or talent.

This does not mean that there is no place in Scouts for any of those individuals and their skills, far from it, we just need to find the right Team and, in some instances, apply the appropriate accreditation so that they can continue to support Scouting at Group, District or County level.



Training & Learning

The delivery of the new learning materials and arrangements is dependent on the delivery of the new digital tools. Consequently, we will not see any changes in this area for a few months. In the meantime, we continue as follows:

- If you are part way through Getting Started, you should complete remaining elements as soon as possible.
- If you have any unvalidated Wood Badge modules where you have completed the learning, these must be validated by Transformation date so that they can get carried through to the new learning system. If you have a Training Adviser, you should contact them or use the County Online Validation tool which is available by clicking here [OLV](#) . Unvalidated learning will not be picked up and require revisiting.
- Anyone part way through their Wood Badge or yet to start, having completed Getting Started, have been advised of the future landscape and their choices outlined for consideration as the Wood Badge becomes optional from Transformation. Somerset Scouts are continuing to make Section Wood Badge training modules available, please look on the County Website Training Calendar for opportunities at the following [LINK](#)
- Training Advisers are continuing in current role until Transformation and then local support through Volunteering Development Teams should be in place to help learners. The County On Line Validation Tool (OLV) will remain in use throughout 2024 and into any transition phase.



Trustee Boards

Hopefully, all Executive Committees at Group, District and county level are now operating as Trustee Boards and, if not already completed, looking to identify and migrate the operational tasks and responsibilities. This will allow the trustee board to focus on their responsibilities around governance, compliance, risk management and meeting the aims of the charitable trust.

In some cases, these operational tasks may require the creation of a sub-team of the Group Leadership Team. For Districts and the County, these will be migrating to the Support Team, Volunteering Development Team, Programme Team, or part of the Leadership Team.

Please note, in some instances individuals, who are Trustees may wish to continue in supporting Scouts with operational activities. This is absolutely fine and very welcome. There is a need however, for clear separation so that talking about fund raising or equipment maintenance does not happen at the Trustee Board meeting. You should ensure that any such discussions are at a separate meeting or part of a separate discussion.

As we approach your 2024 Annual General Meeting, further changes will take effect. All Group, District and County Chairs will have received information last month about these changes and hopefully, they will have shared with you if you are a Trustee. These changes include

- Managing the size of your Trustee Board
- Creation and maintenance of a Risk Register
- Format and recording of Trustee Board meetings.
- Appointing Trustees by a transparent application process
- Introduction of term limits
- Reduction in the number of Ex-Officio Trustees
- Cessation of the Secretary appointment.

For more information about Trustee Boards, click on the following [LINK](#)

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
- On the Scouts Website – Volunteer Experience Page [LINK HERE](#)
- Through Scouts Monthly Membership Mailings and National All Members Calls

Thank you.



**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**

