

SOMERSET SCOUTS TRANSFORMATION UPDATE JUNE 2023 TRAINING & LEARNING

**An update on the changes to Getting Started,
transition arrangements and a little more about
the new Wood Badge learning.**

**Target audience – Local Training Managers, Training Advisers
For information – District (County) Commissioners and Deputies**

2	Background
2	What are the changes and when will they happen ?
3	Roots Learning
5	Transition Arrangements
7	What about First Aid ?
8	The Wood Badge
9	Retired Training Modules
10	Where can I find out more ?
11	What Next ?

BACKGROUND

You will recall from the update provided in March that the change journey in respect of training and learning looks like this.

From	To
'Training' and Training teams	Personalised learning when you need it, tailored to your role Support and management of learning built into our structures and digital systems
Time-consuming administration, managing multiple learners, compliance and validation	Existing skills recognised and sign off built in, no separate validation required New digital learning systems to support learners and reduce administration including easy to manage and report compliance
An off-putting digital learning experience	Digital first (but not digital only) approach, revitalised learning modules including bite sized learning, all in one place
Wood badge for almost every volunteer role	Wood badge is optional and available to all

We now have more details about the introduction of Roots Learning (Core Learning), the transition arrangements from Getting Started to Roots Learning and a little more detail around the new Wood Badge (Branching Out).

WHAT ARE THE CHANGES AND WHEN WILL THEY HAPPEN ?

We are now about 9 months away from the currently anticipated Transformation Date (February 2024). Information is being released ahead of that date so that individuals responsible for managing, delivering, and undertaking learning can be prepared and undertake the transition arrangements with purpose and clarity so that the change is made as easy as it can be.

Some of these changes are happening alongside the movement to working in teams, migration of roles and appointments. This will mean that some people may have to do more learning than they expected, for example, when returning to a role after a period of absence so it is important that we are all clear on the requirements and how they fit into volunteering.

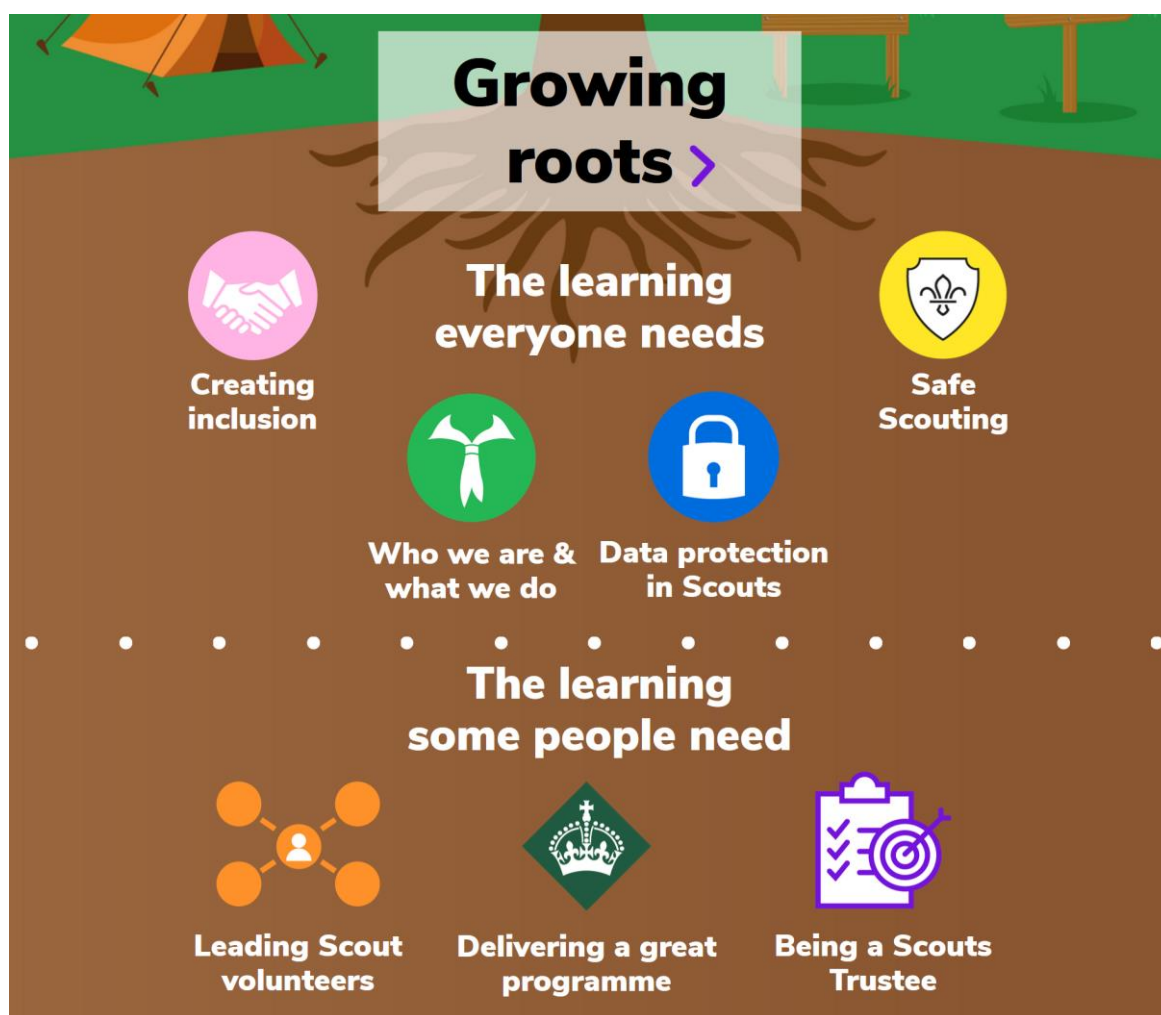
The change in learning, by an increase in the content for the learning required for almost all appointments ensures that volunteers are fully prepared and have the knowledge and tools to deliver their role and function in Scouts to the best of their ability.

Whilst the full scheme will not trigger until Transformation next year, please note in the detail below the relevance of September this year in the learning requirements.

ROOTS LEARNING

The replacement for Getting Started will be mandatory for almost all appointments in Scouts. The short list of exceptions is still to be finalised but likely to include Presidents, Vice Presidents, and Retired Members.

The new Growing Roots elements will look like this.



There will be four elements applicable for all appointments. These will be crafted out of new materials to ensure that the learning is clear and up to date. The component elements of these four elements looks like this.

The learning a volunteer needs to get started

Data Protection in Scouts	What we do & How we do it	Creating Inclusion	Safe Scouting
• Gathering data • Storing & sharing data • Data breaches & deleting data	• Purpose and values • Working with others • Good communication • Running our programme (The basics) • Self-care	• Self-awareness • Creating inclusive spaces • Supporting specific needs • Challenging bias and discrimination	• E-Safety • Assessing risk • Incidents - respond and report • Mental health basics • Child/Adult protection

The content for these elements is being reviewed and will be updated in time for delivery next year. This means that whilst some elements will have familiar titles, like Safety and Safeguarding, the content will not be the same as being offered now.

In addition, depending on appointment, the learner will have to complete one or more of the following.

The learning a volunteer needs for their role

"Delivery" Section Teams	"Manager" Team Leaders, Lead Volunteers	"Trustee" Trustees
Potential Content*: • How to work with parents/guardians • How to actively involve young people • Running our programme (In practice)	Potential Content*: • Teamwork, inclusion and conflict from a management perspective • Suspensions, sanctions and difficult conversations • Delegation and external relationships	Potential Content*: • Charity regulator processes • Insurance, legal responsibilities (Inc. GDPR), equality impact assessments • Finance and asset management

The exact detail of what is to be included within each element is still being finalised and should be known and published later in the summer.

In summary, the current expectation for what roles require what elements of Roots Learning looks like the table below.

Team	The learning everyone needs	Delivering a great Programme	Being a Trustee in Scouts	Leading Scout Volunteers
Section Team (inc. Section Team Leaders)	Yes	Yes	No	No
Lead Volunteer	Yes	No	Yes	Yes
Team Leaders (Exc. Section Team Leaders)	Yes	No	No	Yes
Trustee Board	Yes	No	Yes	TBC

All Roots learning will primarily be delivered as digital content, available across all devices and with the provision to pause and re-start. Each will have a short post learning self-test to check your understanding and no further validation will be required. Completion will be automatically uploaded to the individuals learning segment of their membership records on the new Membership System, no other involvement will be required.

TRANSITION ARRANGEMENTS

It is important that volunteers who have completed current training are not asked to repeat learning so there will be a transition period where completed elements of Getting Started will be mapped to elements of the new Roots Learning.

With any such arrangements, there is always going to be a set date, which is a ***not negotiable*** date so that avoids any “local rules” being created. It is accepted that this will mean some people will be close to that date, on either side, but that is the trigger date. For this element of learning, the date selected by Scouts is six months prior to Transformation i.e., 1st September 2023.

These arrangements apply if a person has completed some of their Getting Started training or no Getting Started training. Completion of learning ***must be validated on Compass*** in all circumstances, to qualify for mapping to the new requirements.

Firstly, the following arrangements apply for all volunteers who are required to complete Getting Started training* and are currently in an appointment (or commence their appointment** up to 31st August 2023).

* The components of this may depend upon role, Section, Manager, Trustee, ASU member, Appointments member etc. All are required to complete Module 1 (Essential Information), Safety, Safeguarding and GDPR. In addition, Section / Management are

required to complete Module 3 (Tools for the Role – Section) or Module 4 (Tools for the Role – Manager). All Trustees are required to complete Trustee Introduction.

** The date on which the appointment is added to Compass.



Therefore, if a volunteer completes all their currently required Getting Started elements by virtue of their appointment, and it is recorded on Compass as both completed and validated, no further training is required and when migrated onto the new Membership System next year, will show as Roots Learning (Core Learning) completed.

These arrangements are in place until data is mapped from Compass to the new Membership System. That date is not yet known as it will depend on the readiness of the new digital platform. Once the date is known, you will be advised but for now, please do not assume that it will be up to February 2024, better to work to complete by the end of the year (31st December 2023). If the volunteer does not complete all the current Getting Started requirements by the date of mapping, they will need to complete the new Roots Learning material. The onus therefore is for everyone who is in role on or before 31st August 2023, to complete all their Getting Started training **and** get it recorded on Compass. ***The important statement here is – if it is not on Compass, it cannot be recognised !***

However, for volunteers who have a first appointment added to Compass from 1st September 2023, i.e., less than 6 months to the date of Transformation, the following arrangements will apply:

- Completion of the relevant current Getting Started modules (see above) **and**
- Additional modules from the existing Wood Badge learning which is the basis of the new Roots Learning requirements.

These additional modules are.

- Module 5 – Fundamentals of Scouting
- Module 7 – Scouting for All

Once again, all elements, including the above additional modules need to be entered on Compass both learning and validation.

This can be shown as follows.



It will be important that all volunteers involved in the engagement of new members after 1st September 2023 such as Group Scout Leaders, District Explorer Scout Commissioners, District (County) Commissioners, District (County) Appointments Teams, will need to be aware of this so that they can advise the individual accordingly.

Module 5 is available as e-learning at the following [link](#).

Module 7 is available as a virtual or face-to-face learning.

Both modules require validation.

Clearly, in both cases, the priority is to help individuals to progress and complete the appropriate level of training. After Transformation Date, all Roots Learning will be utilising the new elements and content.

Remember please,

- make sure each element it is recorded, both learning and validation, on Compass.
- record onto Compass as soon as possible after completion.
- do not assume that the date for mapping is the end of February 2024, aim to have as much completed as possible by 31st December 2023.

WHAT ABOUT FIRST AID ?

First Aid remains a key and required element of training. It will require completion and re- certification at a three-year cycle. Current requirements remain (June 2023) however, Scouts are looking at these requirements in conjunction with the change of volunteering arrangements (roles and team structures) and more information on this is expected later in 2023.

THE WOOD BADGE

You will be aware that, from Transformation, the Wood Badge will be both optional and accessible to all adult members. Work is underway in 2023 to formulate the initial component parts of Branching Out. During 2024, this will be built out with the plan of introducing the new learning (Wood Badge) in 2025. In due course, we will learn more about what is included, how is it completed and transition arrangements. For the time being, however, we progress with the current learning and validation.

From Transformation Date, the modules which are continuing to be delivered, completed, and validated, until the Branching Out (Wood Badge) is launched are.

Sectional

Module 8	Module 9
Module 11	Module 13
Module 16	Module 18
Module 19	

Specialist

Module 25	Module 27
Module 28	Module 29
Module 36	Module 38
Module 39	

Manager & Supporter

Skills courses



RETIRED TRAINING MODULES

The following training modules will be withdrawn once the new Learning System, part of the new Membership System, is live in 2024.

Getting Started

GDPR Module	Safety Module
Safeguarding Module	Trustee Introduction Module
Module 1 (Essential Information)	Module 2 (PLP)
Module 3 (Tools for the role – leaders)	Module 4 (Tools for the role – managers)

Sectional

Module 7 (Scouting for All)	Module 12A and 12B (Delivering a Quality Programme)
Module 14 (Supporting Young People)	Module 15 (Promoting Positive Behaviour)
Module 17 (Running Safe Activities)	

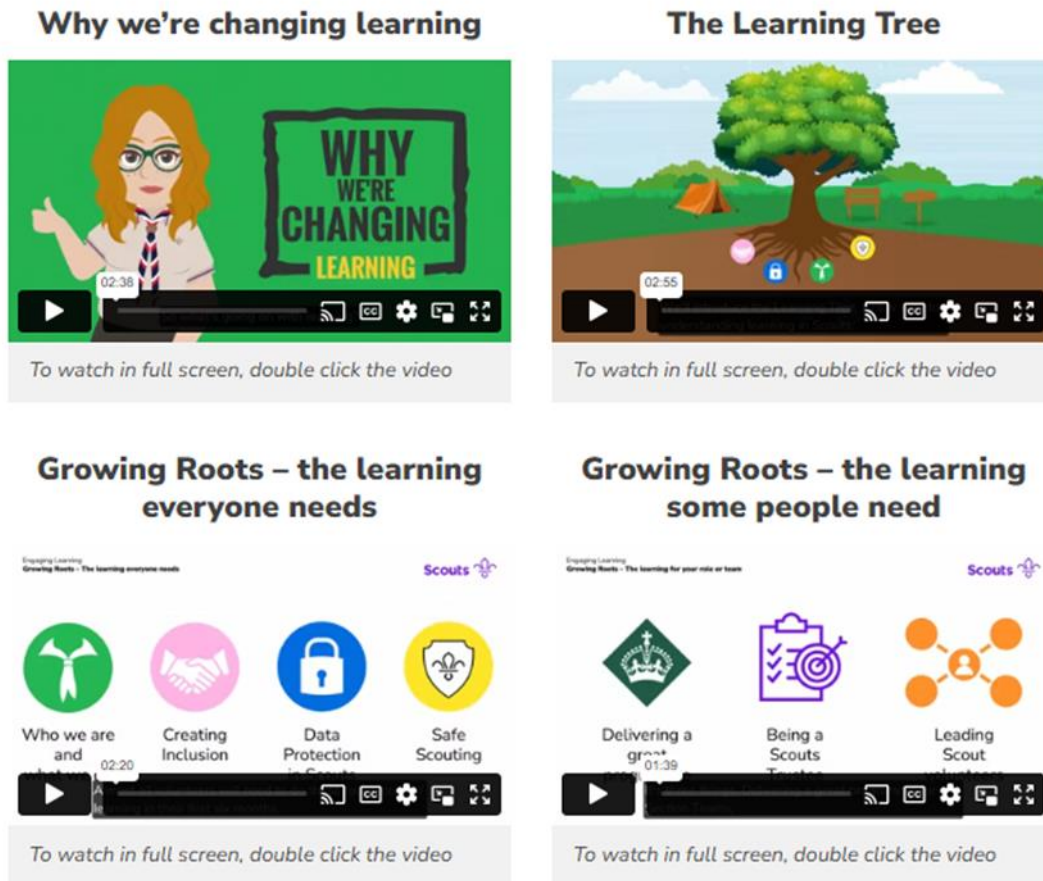
Specialist

- Module 30 (Supporting Local Learning)
- Module 31 (Planning a Learning Experience)
- Module 32 (Delivering a Learning Experience)
- Module 33 (Planning a Learning Provision)
- Module 34 (Managing a Learning Provision)
- Module 37 (Advising on Adult Appointments)

The exact date of withdrawal will depend on the transition arrangements that will be advised and delivered next year (2024).

WHERE CAN I FIND OUT MORE ?

The Scouts HQ Transformation Team have just posted four new, short videos on the Testing Hub which is an area of the Scouts Website. You can view the material at the following link [INTRODUCING THE LEARNING TREE](#)



The first video gives a quick recap on why learning is changing. They have been animated in the same style as being used for the new learning content.

The next three videos give a quick introduction to the Learning Tree and the future learning volunteers will need to do in their first six months with Scouts after the transformation.

The Learning Tree itself will let you explore the different pieces of learning.

Please note that First Aid is not currently represented in these materials and will be added later.

Have a look at them, and [let us know what you think](#)! Scouts will use your feedback to improve the tree and the videos.

WHAT NEXT ?

Local Training Managers and Training Advisers need to remain accessible and positive to the needs of our volunteers who may be a little confused by the planned changes.

During June, all volunteers who are part way, or yet to start their required Getting Started training will receive a mailing to make them aware of the planned changes and how that may affect them. The mailing will also remind them of where to find the learning. Their line manager will receive a copy so that they can support and direct as necessary.

In addition, a general mailing update to all current adult volunteers will be sent out in June 2023 which will touch on this but please do support this awareness and provide the relevant guidance.

Please use the information in this document together with that on the Transformation Web Page on the County Website [available [HERE](#)] to keep up to date.

If you have any questions, please do get in touch. We do not know all the answers at this point; indeed, some elements are still going through some early stages of trialling and feedback. We have the benefit of learning from the early adopters, those 10 counties who will go through Transformation in November this year. Feedback and experiences from those Counties will be interesting and informative as we look to smooth out some of the bumps in the road ahead.

We are on this journey together.

Thank you.

Alan Henderson

Transformation & Learning Lead

Somerset Scouts

alan.henderson@somersetscouts.org.uk

June 2023

The information contained in this document is understood to be correct in respect of the plans and progress associated with the National Transformation Programme at the time of publication (June 2023). As with any strategic change programme operating with agile methodology, content and detail are subject to change without notification. E&OE.