

SOMERSET SCOUTS TRANSFORMATION UPDATE OCTOBER 2023 TRAINING & LEARNING

An update on the changes planned that
are being delivered as part of
Transformation in 2024

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

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BACKGROUND

You will recall from the update provided in June 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 the latest about “Growing Roots” (Core Learning), the transition arrangements from Getting Started to Growing Roots and a little more detail around the new Wood Badge (Branching Out).

It is also the time to look ahead as regards our continued support of Scouting as all current training appointments are scheduled to cease at Transformation.

WHAT ARE THE CHANGES AND WHEN WILL THEY HAPPEN ?

We are now just a few months away from the currently anticipated Transformation Date (Spring 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, we need to consider what action can be undertaken now or in the next few months to make the changes easier for all parties concerned.

GROWING 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 by the end of 2023.

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 Growing Roots learning will primarily be delivered as digital content, available across all devices and with the provision to pause and re-start, see screen shot of Growing Roots learning below which shows incomplete sessions paused. Each will have a short post learning self-test to check your understanding and no further validation will be required. There will be no ability to record any prior learning or experience, the programme of modules will need to be completed in full.

The learning you need to do



Safe Scouting
How we keep each other and our young people safe.
10 May 2023 16:06 to 10 Aug 2023 16:06
English (GB) ⓘ Required ⚡ In progress...



Creating Inclusion
How we make Scouts a welcoming place for everyone.
10 May 2023 16:06 to 10 Aug 2023 16:06
English (GB) ⓘ Required ⚡ In progress...



Who we are & What we do
An introduction to what Scouts is and how we deliver skills fo...
10 May 2023 16:07 to 10 Aug 2023 16:07
English (GB) ⓘ Required ⚡ In progress...



Data Protection in Scouts
How we take care of people's personal data.
10 May 2023 16:06 to 10 Aug 2023 16:06
English (GB) ⓘ Required ⚡ In progress...

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 (GROWING ROOTS LEARNING)

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.

Back in June, the plan was to introduce a two-tier approach. This looked to introduce some additional learning to anyone yet to complete the current Getting Started modules ahead of Transformation, modules 5 and 7 were being suggested.

That suggestion has now been abandoned after further consideration as the practicalities were felt to be just too great to manage consistently. Instead, anyone who has completed Getting Started by the Compass cut-off date (date to be advised once exact Transformation date identified), will automatically be considered as having completed “Growing Roots Learning” and no further mandatory training (except for those modules and learning that requires periodic refresh), will be required.

This does mean that it is possible for a volunteer to transition without completing all the material that will be contained in Growing Roots Learning such as the Inclusion and Delivering a Great Programme material. This is accepted as being the consequence of change, the material will still be available, and individuals will be recommended to complete the module, but it will not be compulsory for those joining ahead of Transformation.

Between now and early next year then, our focus must be to ensure that everyone who has any elements of Core Learning outstanding completes this so that they can migrate with a clean training record and not have any hangover learning.

A mailing to all who fall into this bracket will be sent out to identify, inform and remind of the need to complete this training. This push should be supported by Local Training Managers and Training Advisers when meeting, contacting, or discussing training with learners.

After Transformation Date, all Growing 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 the beginning of February.

ONGOING MANDATORY LEARNING

Scouts will still require a regular refresh of key learning. Currently, this covers Safety, Safeguarding and, where appropriate, First Aid.

After Transformation, safety and safeguarding learning will be incorporated as part of Safe Scouting, within the Growing Roots Learning portfolio. The refresh, going forward will be to complete the Safe Scouting module every three years* with the trigger being the earliest date that an individual's safety or safeguarding expires. This aligns the material being delivered and repeated periodically after that date.

The new membership system will flag to individuals on sign on, about any due or outstanding mandatory learning.

*current requirements

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 (October 2023) however, Scouts are looking at these requirements in conjunction with the change of volunteering arrangements (roles and team structures) and, consequently, changes to the requirements will be introduced at Transformation in conjunction with the move to a Teams based structure.

The current plan is as follows, from Transformation

- All volunteer members who have an appointment which delivers programme and activities will be required to hold a current first aid certificate. At Group level, this will be all members of the Section Teams; Team Leader(s) and Team Member(s).
- Any volunteer who has a Lead Volunteer role which has likely engagement with our youth membership through activities and events will be required to hold a current first aid certificate. For Groups this will be the Group Lead Volunteer and could, depending on responsibilities, include other members of the Group Leadership Team who are not Section Team Leaders. At District / County level this will be the Lead Volunteer and appropriate members of the District and County Teams.

Scouts recognises that for many who hold a current appointment as a Section Assistant, which will become a Team Member, this will be a new requirement. To facilitate a smooth change, volunteers who were previously a Section Assistant will, on Transformation, have a transition period of two years to complete their first aid training.

Whilst this sounds like a long time, we also need to remember that last October, the Activity Rules in POR changed and now every activity, event, meeting must have at least one adult with a current first aid qualification and access to first aid materials. For this reason, Somerset Scout County has been inviting all Section Assistants to the programme of first aid training courses.

The other change will be that anyone who transitions as a Section Leader, Assistant Section Leader, Group Scout Leader or DESC who does not have a first aid certificate yet (not expired), will have 12 months to obtain one (or the remaining period from the old three-year requirement). New volunteers in all appointments that require first aid will also have 12 months to complete first aid training. Here's some examples

Carl was a Section Assistant and is now a Team Member of the Cubs Team. He did not have any first aid certificate at Transformation, so he now has two years to obtain one.

Alison was an Assistant Beaver Scout Leader and is now a member of the Beaver Team. She does not have a first aid certificate but joined Scouts in July 2023 so has a year after Transformation to obtain one.

Verma was a Scout Leader and is now the Team Lead – Scouts Team. She joined Scouts in November 2021 but still does not have a first aid certificate. At Transformation (assuming February 2024), Verma will have only 9 months to get a first aid certificate as that would be three years since joining.

Ralph was a GSL and is now Group Lead Volunteer. His first aid expired in August 2023 and has still not been renewed at Transformation. Ralph has no period of grace to obtain a first aid certificate and is still overdue at Transformation.

First Aid training continues to be delivered in a variety of methods; face to face courses and using a blended approach of e-learning, virtual classroom and in person assessment.

In response to a need that has been around for a while, the new membership system will be able to show both the 6 hour and the 16-hour courses.

Scouts firmly believes that by having as many of our volunteer members being first aid trained is not just for our members to keep them safe in Scouting but also, it is of great benefit to our communities.

THE WOOD BADGE



You will be aware that, from Transformation, the Wood Badge will be both optional and accessible to all adult members. A new Wood Badge Scheme (Branching Out) is currently being developed and we should be seeing some idea of the content during the second half of 2024. At this time, we will also see details of the transition arrangements so that members who have not completed all their award can see how their completed elements fit into the new Scheme.

In due course, we will learn more about what is included but, for the time being, however, we continue and progress with the current learning and validation.

So that all members who are either part way through their Wood Badge or maybe yet to start out can see the path ahead there will be a Guide (one for Sectional Wood Badges and one for Manager & Supporter Wood Badges) mailed out to each person which details their choices.

They will have the option, subject to having completed Getting Started, to continue to complete their Wood Badge, wait until the new Scheme launches later in 2024 or not to undertake any further learning modules. This is not an irreversible decision, but maybe other priorities now could mean a return to the learning once the new Scheme is launched. For those interested in progressing, we will continue to provide opportunities to complete the learning modules, through e-learning, virtual modules or face to face and where validation is required, this can be completed either with a Training Adviser (until Transformation date, after which it will be with a member of the County or District Volunteer Development Team, with the appropriate accreditation, see page 11 below), or by using our own Online Validation Tool.

At migration of learning from Compass to the new membership system, only validated learning will be carried across. If it is not validated, it will not be recognised. Compass will not be available after Transformation to interrogate and extract historic data so, just as with Getting Started.

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 the beginning of February.

CONTINUING MODULES & RETIRED MODULES

Just to remind you, 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

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	Module 2*
Module 3	Module 4

Sectional

Module 5	Module 7	Module 12a and 12b
Module 14	Module 15	Module 17

Specialist

Module 30	Module 31	Module 32
Module 33	Module 34	Module 37

* Note that Module 2 is being withdrawn. That is because there is no requirement to continue to complete a Personal Learning Plan with a Training Adviser post Transformation. It will be up to the individual to identify and complete the required learning. Details of this will be included in the Guide.

You will realise that, with the withdrawal of the Sectional Modules listed above, namely 5, 7, 12a, 12b, 14, 15, 17 at Transformation, this will reduce the number of Modules required to complete a Wood Badge. This is accepted by Scouts because of change and there is no expectation to complete these post Transformation. The only exceptions to this is the need for people who have only completed Getting Started (and not Growing Roots), to complete the new Growing Roots modules called Inclusion and Delivering a Great Programme. This acknowledges the importance of awareness and understanding of these vital areas and will be automatically recorded on the individual's learning record when completed.

These withdrawn Modules will not be available in any currently delivered format.

WHAT ARE ACCREDITATIONS ?

Accreditations are a way of sharing tasks and responsibilities, where a volunteer needs to be given certain permissions to take these on.

Scouts want to make it easier for people to give their valuable time in a way that really works for them. To make this happen, under the new approach, everyone in Scouts will be part of a team. Then, it's up to volunteers in each team to agree who does which tasks, based on their skills, interests and availability.

Sometimes a volunteer needs permission to do a specific task. This is where accreditations come in. By giving an accreditation, it avoids the need for individuals to hold multiple roles. More details about accreditations, what they are, how they are obtained and who can give (and remove) will be published shortly. In the meantime, there are two accreditations that are planned which will impact learning, these are

Learning Assessor to support and assess volunteers as they learn. This will cover not only those remaining Wood Badge modules under the current scheme but also those elements that will require assessment for any learning under the new Branching Out Scheme when introduced, that requires it. Assessment in the future will replace what we now recognise as validation but will be done in a different and easier way.

Any member can hold this accreditation attached to their new role, maybe as part of a Volunteer Development Team. Initially, Module 25 (Assessing Learning) will be required.

Trainer to deliver valuable learning experiences to our volunteers. This includes both current modules and new content. This may be a presenting learning or facilitating a workshop for example, but it could also be hosting an event having identified and engaged external specialists to deliver bespoke learning.

Again, any member can hold this accreditation attached to their new role, maybe as part of a Volunteer Development Team. Initially, Module 28 (Facilitating) and Module 29 (Presenting) will be required.

An accreditation is not a role, you cannot be only a Learning Assessor or Trainer, your role will be part of a Team with wider responsibilities, see page 13.

WHAT WILL HAPPEN TO CURRENT ROLES ?

At Transformation many current roles will automatically migrate to new ones. For example, Section Assistant and Assistant Section Leader will become Team Members. A Section Leader will become a Team Leader, a Group Scout Leader will become a Lead Volunteer.

Some however, will not migrate as there is no “mirror” role. Current appointments like Assistant District Commissioner, Skills Instructor, Appointments Secretary and all the following training-based roles, Trainer, Training Adviser, Local Training Manager and County Training Manager.

This does not mean that the skills held by individuals in their current training roles are no longer required just that they need to be picked up and directed to a different area. Many people have another appointment in Scouts now so, looking back at the previous information about accreditations, these could be added to that role.

For example, as part of the Group Leadership Team (see below Teams) with specific responsibilities to support new members to that Group through induction, helping them to find and complete their Growing Roots learning, assessing Group members with other learning such as completing their current wood badge or in the future, with the new Branching Out learning. Work is currently underway to produce supporting materials for Induction and Buddies.

Alternatively, you may look to membership of the District Volunteer Development Team (see below Teams). Here responsibilities may be focussed supporting Groups with induction and buddies, providing learning guidance or assessment in a Group where a local provision might be missing, being a point of local contact about matters like recruitment, induction, and learning. District Commissioners are currently looking at what the structure of their District Teams looks like and who may be members of those Teams.

As we get closer to Transformation, you will be given the opportunity to decide what you want to do after the changes, so it is important that you keep up to date with the changes, team structures and responsibilities to make an informed decision. It is also OK if you wish to do something else that you are attracted to and stop having any engagement with learning. The choice is yours.

MORE ABOUT TEAMS

Transformation will see Scouts move to working in Teams using Team Descriptions rather than role descriptions. This allows greater flexibility so the Team can deliver its responsibilities without the need to rely upon just one or two people. Teams will have tasks, most of which will be applicable to all team members but there will be a few tasks that are assigned to specific individuals either by virtue of their role (such as Team Leader) or their skills and knowledge (through accreditations).

There are many Teams across Groups, Districts and Counties and for the full information, do look at the Transformation Pages on the County Website at the following link <https://www.somersetscouts.org.uk/scouts-transformation>

Here is a bit of information around the key ones for learning:

Group Leadership Team – comprises of the Group Lead Volunteer and the Team Leaders of the youth sections. In addition, this may be individuals who support the operational tasks* within a Group such as administration, maintenance, fund raising, member support and recruitment. Being a member of the Group Leadership Team would enable skills of supporting learning, facilitating validation / assessment, and helping a new volunteer to understand what they are required to complete as well as other tasks in a Group environment.

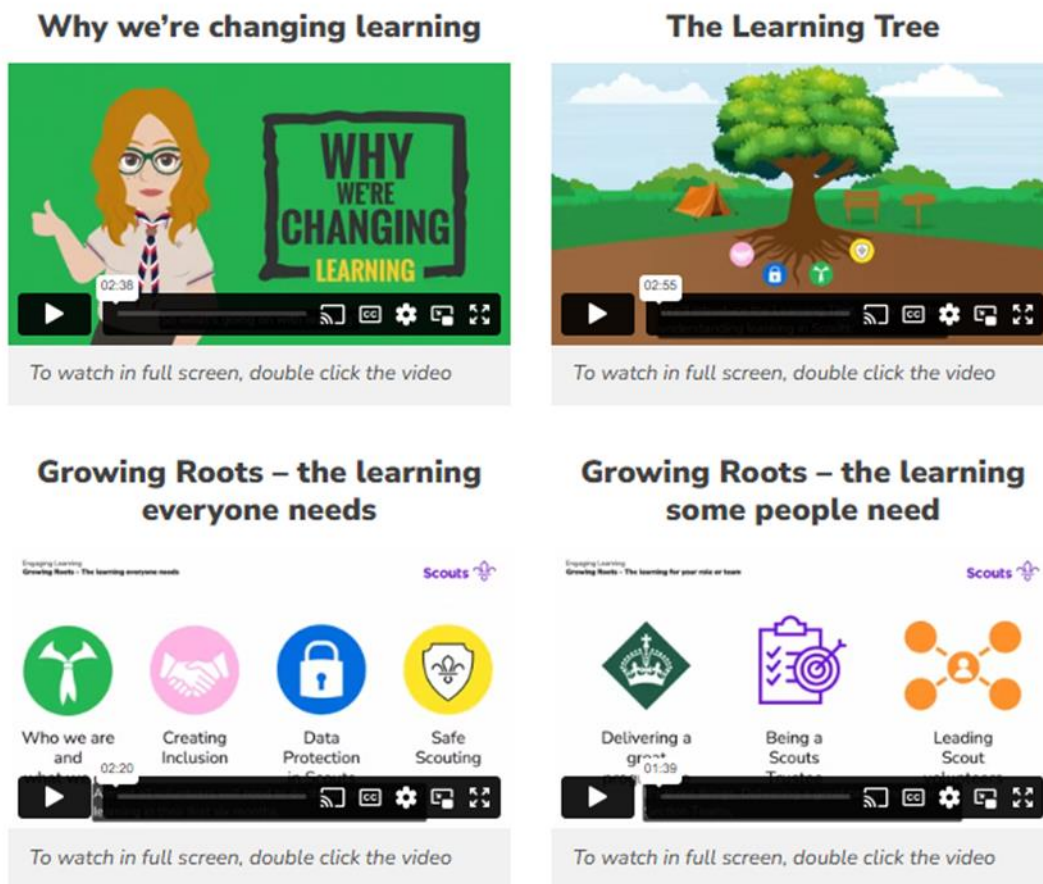
*Some Groups may create a sub team or teams within the Group Leadership Team to undertake some of these tasks which have been migrated from the Executive Committee now that it functions as a Trustee Board.

District (or County) Volunteer Development Team – led by the Team Leader, the team is responsible for attracting and welcoming new volunteers to the District or County Teams (this will include the Lead Volunteers in Groups) and help them with their learning and assessment. It will also undertake any induction required and, if appropriate, identify a buddy for the early weeks. The Volunteer Development Team at both District and County are responsible for personal recognition of volunteers.

There will be other Teams too at District and County to support Scouting such as a Programme Team and a Support Team so, if that maybe you direction of interest, do look out those details.

WHERE CAN I FIND OUT MORE ?

The Scouts HQ Transformation Team has posted four 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 October, 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.

Also in October, all volunteers who have completed Getting Started and may have yet to start their Wood Badge or be part way through it, will receive a mailing with supporting document to outline their choices and how they will be able to complete (or progress) their Wood Badge, if they chose to do so.

PLEASE NOTE: Whilst there may be some desire as we get closer to Transformation, for people to complete their Wood Badge, there should not be any slip in standards.

Learning and validation needs to take place as appropriate as it is important that the award in 2023 / 24 is consistent with achieving the award in 2021. Virtual courses are on the Training Calendar on the County Website and On Line Validation is available, even if a learner has a Training Adviser but, for whatever reason, cannot get to meet or contact.

In addition, a general mailing update to all current adult volunteers will be sent out in the Autumn which will touch on this material and other stuff.

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

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October 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 (October 2023). As with any strategic change programme operating with agile methodology, content and detail are subject to change without notification. E&OE.