

SOMERSET SCOUTS TRANSFORMATION UPDATE OCTOBER 2023

TRAINING & LEARNING

Your Wood Badge - Section Current information and options

Target audience – Adult volunteers who have completed Getting Started training and have either started or yet to start their Sectional Wood Badge training

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

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WHY HAVE I RECEIVED THIS ?

According to your membership record on Compass, you have an appointment with Scouts which currently requires the completion of a Wood Badge within three years of that appointment starting. This is taken as the date that the appointment is added to Compass.

Again, from Compass, it appears that you have either started on the journey by completing some of the required modules (beyond those required for Getting Started) or, have not made a start. Either way, your Wood Badge is outstanding.

The purpose of this Guide is to help you to understand the current position and the changes to your learning that Transformation will bring starting in 2024. In addition, it explains the options available to you, and the resources that are provided.

BACKGROUND

You may well recall from information that has been provided and available about the wider topic of Transformation that training is to undergo some considerable changes. These have been introduced following a period of extensive consultation with many members in Scouting and some people who currently, do not “Scout”. The best way to capture the key elements of that change journey for Training and in becomes 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

WHAT ARE THE CHANGES AND WHEN WILL THEY HAPPEN ?

We are now only a few months away from the currently anticipated Transformation Date (Spring 2024). Information is being released ahead of that date so that individuals and their training support can review where they are now, where they want to be and how to get there.

From the date of Transformation there are several changes that will impact all members to a greater or lesser extent depending on your appointment.

Specifically, in the world of learning, the key changes will be:

- The Wood Badge becomes optional once all core learning is complete. Historically, that would be all the elements of Getting Started applicable for the role and looking forward, all elements of Growing Roots (the new core learning).
- There is no requirement to complete an additional Wood Badge on change of role. In the future, one Wood Badge is all that will be awarded though, some appointment changes may suggest additional learning is considered to assist in undertaking a new role.
- The Wood Badge will be available to any volunteer to complete if they choose to do so.
- Towards the end of 2024, we will see the introduction of a new Wood Badge scheme for adult volunteers working with our Section membership. There will be a transition period from current to new scheme.
- You will still be required to complete ongoing mandatory learning. In the future, safety and safeguarding will be completed as one topic under “Safe Scouting”. This learning will be introduced as part of the Growing Roots learning for all* adult volunteers and be due for refresh at periodic intervals.
- First Aid will continue to be a requirement, and this will be expanded to incorporate all adult volunteers who have a responsibility for delivering programme and activities to our members. For members currently holding the appointment of Section Assistant, there will be a transition period. For all new adult volunteers, completion of First Aid will be required within 12 months of appointment.
- We will see a change in the methods of validation, introduced, in time, to make it easier and quicker. With more content moving to the digital platform, a significant amount of learning will be “self-validated” and

automatically updated to the new membership system within the “My Learning” section. This will avoid the need to send certificates to other individuals to add to any system.

- Learning support will change as the role of Training Adviser and Local Training Manager are being withdrawn in 2024. In their place, there will be local support at Group Level and, at District and County, a Volunteering Development Team. Individuals will have an accreditation as a Learning Assessor to validate / assess completed learning.
- Module 2 (Personal Learning Plan) is being withdrawn at Transformation. You will no longer be required to complete a formal plan as part of the Scheme as you will be in control of what you do, when and how you do it. You will have access, through the new membership system to see what you have completed and what is still to do.

SO, WHAT DOES THAT MEAN FOR ME NOW ?

You now have three choices, and the good news is that your choice now does not define your future learning engagement in Scouts. You can change what you want to do to fit in with things happening both inside and outside Scouts.

The **First Option** is to continue with your current Wood Badge under the existing scheme. There will be a few minor changes as a couple of the exiting modules will be withdrawn at Transformation since significant parts of their content will be included in the new Growing Roots learning (see page 6). You would not have to complete any withdrawn modules.

The current scheme will run through 2024 so there is plenty of time to complete your Wood Badge if you wish to do so. No new e-learning for modules will be developed by Scouts but existing materials will remain available, and Somerset Scouts will continue to deliver learning through face-to-face training, online virtual courses delivered by other Scout Counties and, where appropriate, the recognition of prior learning or relevant experience.

Completed learning will still require validation. For the time being, and certainly until Transformation, any allocated Training Adviser will be able to support your learning and undertake appropriate validations. If you do not currently have a

Training Adviser, it is quite likely that you will not be appointed one as no new roles are being created.

Where you do not have a current Training Adviser, and even if you do, the On Line Validation Tool (OLV), developed in Somerset, is available for you to submit short responses to a template of questions with the ability to upload, where appropriate, any supporting documents. Full details are in the Resources Section on pages 8, 9 and 10.

If you do not complete your Wood Badge, for whatever reason, by the time that the Scheme is withdrawn (no idea of a date now but likely to be at the end of 2024 or possibly after this date), any validated learning can be used for the new Wood Badge, see Option 2 below.

The **Second Option** might be to wait for the new Wood Badge (Branching Out), which is planned for launch towards the end of 2024. This will look quite different to the current Wood Badge in that it will be very much tailored by your own needs and requirements. Instead of a set of modules that all are required to complete, you will choose those topics that are relevant and of interest to you.

Currently there are no formal details of what that will look like or how it will be gained but, it may look like the award will require an individual to attain a certain number of “credits”. Such credits would be collected by completing various bits of learning and then, where appropriate, having these assessed. Scouts plan to make a much wider range of topics available so that the individual can build their own learning portfolio.

Where an individual progresses their current Wood Badge (Option 1 above) but, for any reason does not complete it at the time of the scheme being withdrawn, there will be a transition period and an acknowledgement of validated learning towards the new award.

The **Third Option** is not to progress with any more learning. Once a volunteer has completed their core learning, currently Getting Started and in future Growing Roots, there is no obligation to undertake further learning other than those elements of mandatory Learning (currently Safe Scouting and First Aid).

So, whichever option you take, two important points

1. There is no registry of your choice so, you can change your mind. If you decide to pick up learning towards a Wood Badge after a period of inactivity, that's fine. If you choose to take a break after continuing a current Wood Badge and wait for the new material, that's fine too. You control what you want to do and when.
2. Whatever your choice, you can still undertake isolated pieces of learning if you feel that would benefit or is of interest. This does not trigger completion of the scheme or exclude you. Any completed learning would be captured in the membership system.

CONTINUING MODULES & RETIRED MODULES

From Transformation Date, we will see several modules “retired” as much of their content will be incorporated within the Growing Roots core learning. This means that they will no longer be accessible and, consequently, required to complete your Wood Badge under the current scheme (First Option as set out above). There are other current modules that are set to remain for the duration of the current scheme.

Those remaining are

Module 8	Skills of Leadership
Module 9	Working with People
Module 11	Administration
Module 13	Growing the Section
Module 16	Introduction to Residential Experiences
Module 18	Practical Skills
Module 19	International

If you have not completed Modules 7, 12a and 12b before these are withdrawn at Transformation, you will be required to complete two elements of the new Growing Roots Learning namely Creating Inclusion and Delivering a Great Programme. These are online pieces of learning that, once completed, will automatically be recorded on your personal learning record.

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

Module 2	Personal Learning Plan
Module 7	Scouting for All
Module 12a	Delivering a Quality Programme
Module 12b	Programme Planning
Module 14	Supporting Young People
Module 15	Promoting Positive Behaviour
Module 17	Running Safe Activities

Section Wood Badge

- Safe Scouting
- Data Protection in Scouting
- Who we are and What we do
- Creating Inclusion*
- Delivering a Great Programme*
- Module 8 - Skills of leadership
- Module 9 - Working with adults
- Module 11 - Admin
- Module 13 - Growing the section
- Module 16 - Residential
- Module 18 - Practical Skills
- Module 19 - International

So, this is what the Sectional Wood Badge requirements will look like from the date of Transformation through to the end of the transition arrangements (date to be advised).

The first three elements are required if you have not already completed Getting Started (until Transformation date).

The fourth and fifth elements (outlined) are required if you have not previously completed Modules 7, 12a and 12b

WHAT RESOURCES ARE AVAILABLE ?

INFORMATION

The next 12 months or so will see much change in the supporting material for learning that is available online either on the Somerset Scouts Website – Adult Training [[LINK](#)] or the Scouts Website [[LINK](#)]. Therefore, please do check back to the relevant areas on a regular basis so you can see what the latest information is.

On the Somerset Scouts site, there will be some changes made shortly to the Adult Training pages covered by the Learners Hub and the Training Advisers Hub. The Training Calendar will remain much as it is with some minor “tweaks”.

LEARNING

The Training Calendar, available at the following link [[CALENDAR](#)] will continue to be updated with details about both face-to-face and online courses so make sure that you are a regular visitor. All online courses are delivered by other Scout Counties so you will need to book directly with them, the details however are on “our site”. So that the learning, once completed, can be captured, you are asked to let Somerset Adult Training know (there is a link on the page). This avoids “missing modules” and ensures your records are up to date.

VALIDATION

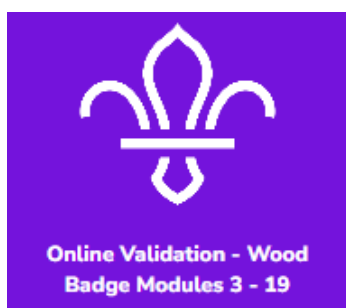
All learning modules currently require validation. This applies for all the options on pages 4 and 5 even if you feel that you might not wish to do any more learning now.

NOTE: Unvalidated learning will not be migrated to the new membership system at Transformation, and it will not be possible to retrospectively visit Compass so, if it is not validated and on Compass, it will be lost !

ACTION NOW: Check what learning that you have completed and ensure you get this validated as soon as practical, certainly before Spring 2024, either with an existing Training Adviser or using Online Validation (see below).

Whilst Training Advisers and Local Training Managers are aware of this, you can drive validation yourself using the On Line Validation Tool (OLV). Developed by Somerset for use only in this County, it allows the learner to complete the validation criteria as soon as they wish after completing learning.

If you want to learn more about Validation, go to the following page on the County Website [[VALIDATION](#)]. This will give you ideas about how learning can be validated and lead you to the Online Validation Tool by clicking on a button which looks like this.



On Line Validation covers all the Wood Badge modules. Just select which module you are looking to validate from the list

Validate Module 03 Tools for the Role (Section Leaders)	+
Validate Module 05 The Fundamentals of Scouting	+
Validate Module 07 Scouting for All	+
Validate Module 08 Skills of Leadership	+
Validate Module 09 Working with Adults	+
Validate Module 11 Administration	+
Validate Module 12a Delivering a Quality Programme	+
Validate Module 12b Programme Planning	+
Validate Module 13 Growing the Section	+
Validate Module 14 Supporting Young People	+
Validate Module 15 Promoting Positive Behaviour	+
Validate Module 16 Introduction to Residential Experiences	+
Validate Module 17 Running Safe Activities	+
Validate Module 18 Practical Skills	+
Validate Module 19 International	+

On each page you will find a series of links to web-based validation questionnaires, these are based on the “Check your Knowledge” questions and validation activities as set out in your Adult Personal File.

You should keep your responses brief, use bullet points where this will help. You can upload any supporting documents; plans, programmes, risk assessments, feedback etc but please respect confidentiality. In your responses, where asked for, please focus your answers on the part or element that you personally played or contributed.

All boxes with an asterisk * need to be completed otherwise the file will not send. Any such areas requiring completion after a submit attempt will be highlighted with a white cross in a red circle.

All completed and submitted forms will be reviewed by a Training Manager or a Training Adviser (this is likely to be your nominated Training Adviser if you have one) and they will arrange to contact you if they think it necessary. If the validation criteria are met, you will be advised, and your Compass record will be updated.

Hopefully, this tool will make getting those modules validated that much easier.

WHAT DO I NEED TO DO NOW ?

If you are looking to progress your Wood Badge to either completion or maybe “getting as far as you can” that is Options 1 or 2, and you do not know what modules you need to complete, look at your record of Training in Compass. After logging into Compass, go to Training and then look at the Personal Learning Plan (PLP) for your open role(s) in Scouts where training has yet to be completed.

This will show by module

- a. What learning has been completed and date
- b. What validation has been completed, who validated and date
- c. What learning is outstanding

You can now see what modules you still need to complete.

If you are unable to log into Compass, your line manager (Group Scout Leader or District Explorer Scout Commissioner) or your Training Adviser should be able to let you know. If you cannot find out from any source, send an e-mail to Adult-training@somersetscouts.org.uk and we will arrange to let you know.

Once learning is complete, if a locally delivered course in Somerset, your Compass record will be updated. If completing a virtual course hosted by another Scout County, it is unlikely that they will be able to update your Compass record. That is why it is very important to advise Adult-Training@somersetscouts.org.uk of any booked courses so that they can be tracked, and records updated.

If you are looking to refresh learning ahead of validation or, if you feel that you may have sufficient knowledge but just want to check the material, the County Website has a page of reference material for each module which includes short presentations links to documents and other web pages for information. This is available in the Learners Hub at the following link [[SUPPORT MATERIAL](#)]

For the time being, continue to work with your Training Adviser, if assigned or contact your Local Training Manager. If you do not know who your Local Training Manager is, please have a look at the County Website at the following link [[LTM](#)]. When the changes take place, you will be advised of any new arrangements.

If, however, your decision at this moment is to not proceed with your Wood Badge,(option 3), that's fine, you do not need to do anything. You should keep an eye on what is happening just in case you see something of interest by looking at the County Webpages from time to time. In addition, when new material and learning opportunities are posted, you will receive a mailing, but this will be "for information only" and not require any action.

We just do not want you to miss out !

LEARN MORE ABOUT TRANSFORMATION

Transformation is not just about the change from training to learning and the impacts of making the Wood Badge optional. The changes are designed to make Scouts a better, simpler, and more enjoyable place for adults to volunteer.

We will see more self-selection and access for our members. Joining will be easier, quicker, and more relevant to a new volunteer. Our Groups, Districts and County will work more closely in teams allowing the responsibilities to be shared out more. This will hopefully allow people to better use skills and time whilst also giving more opportunity and interest.

There is a lot of information about the elements in Transformation and these are moving and developing as the months progress. The monthly Members E-mail from Headquarters provides updates as well as opportunities to get involved. Within Somerset, the County Website has a dedicated area for Transformation that is updated with information and links, see [[TRANSFORMATION](#)] and, in addition, periodic updates by e-mail with guides, documents and information.

QUESTIONS

If you have any questions, please do get in touch.

Have a question about Transformation – mail to transformation@somersetscouts.org.uk

Have a question about Learning / Training – mail to Adult-training@somersetscouts.org.uk

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 ahead of the rest of the UK. 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

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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.