

# SOMERSET SCOUTS TRANSFORMATION UPDATE

February 2024

## Transition from Training to Learning – an update

Information and considerations for 2024

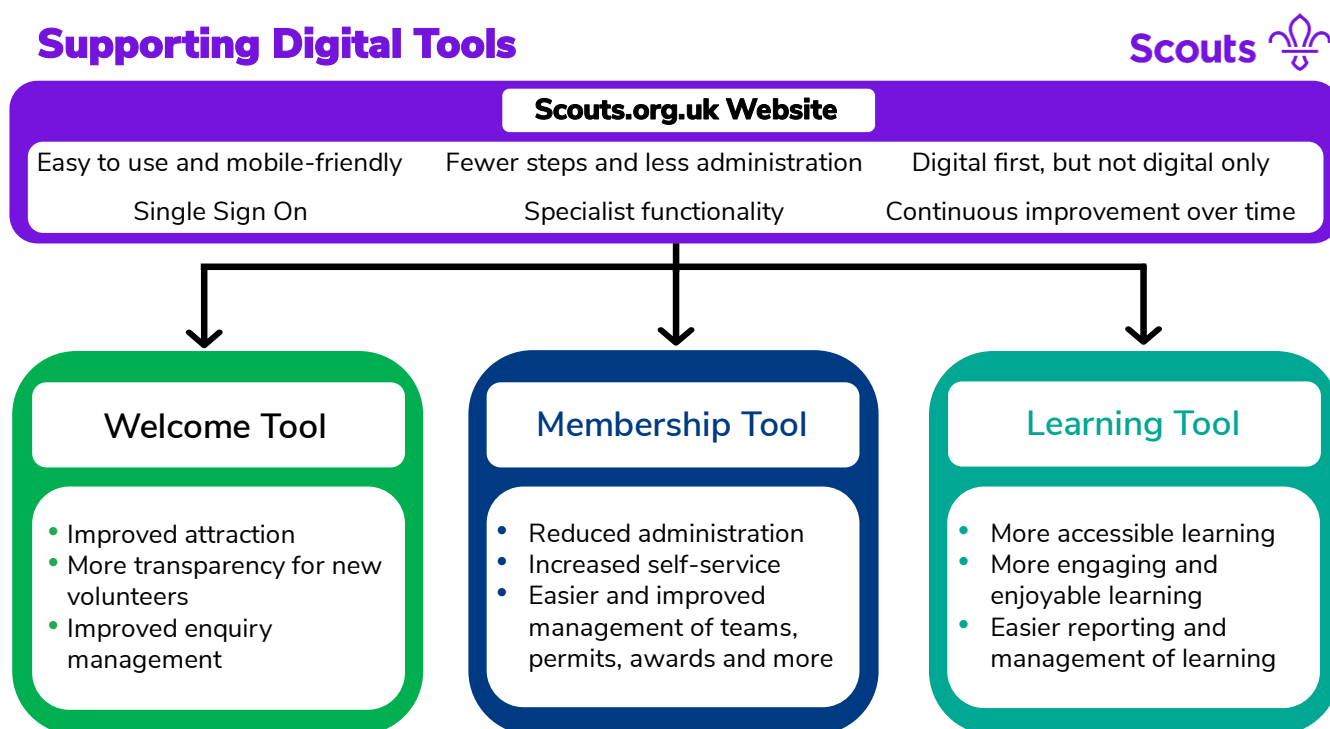
Intended primary audience:

Local Training Managers, Training Advisers, Group  
Scout Leaders, District Explorer Scout Commissioners,  
District and County Commissioners

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## CURRENT POSITION ON TRANSFORMATION

Towards the end of 2023, our new Membership System, three elements under one single sign on, as below, was completed and has, since around November, been undergoing extensive testing by a wide variety of people both HQ staff and many volunteers from across the UK.



The testing of the functionality of this new system has been very positive and well received. The extent of the automated features, reducing both time to complete and eliminating delays as much of the activities no longer rely upon multiple handoffs, has been a strong attraction.

Whilst functionality has been both impressive and robust, the capacity of the new system is currently giving some concern around stability. This means that a further period will be required to make any necessary changes and then subsequent testing.

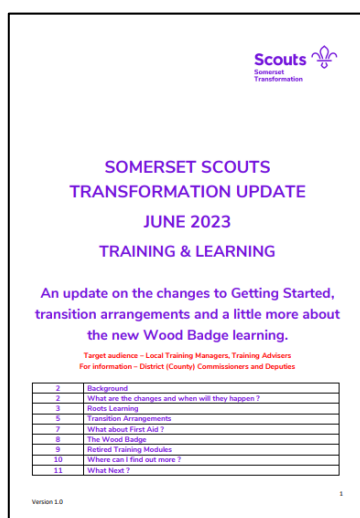
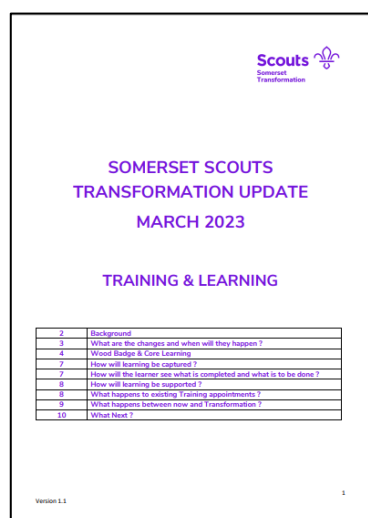
It is important that time and care are taken to make sure data in the new system is accurate so all can have the best possible user experience. This challenge will impact the go-live date of the new digital system for both Early Adopter (10%) counties and all other (90%) counties.

The current estimate is that it is not expected that the necessary testing and final development work to be completed until the Summer. Consequently, the original plans for “going live” in 2024 have been put on hold. Staff and volunteers are working closely with the system developers to resolve the matter.

In the meantime, further work is being directed at what changes can be made that do not have a direct requirement for these new digital tools. If there are any planned changes to the delivery of learning, triggered by these extended timescales, I will let you know. What is known is that the new learning courses for Growing Roots continue through production into testing (see page 6) and, at the same time, early considerations about the new Wood Badge learning – Branching Out, is underway.

## MORE ENGAGING LEARNING (A RECAP)

During 2023, I produced a series of updates and information around the change from Training to Learning. These give a good history of the planned changes and more detail around the elements and how they will impact learners, line managers and training teams.



These documents are still available, see links below.

Care please, these are “point in time” publications and as with other aspects of Transformation, the information is liable to change (if not changed already) !

[Training & Learning – March 2023](#)

[Training & Learning – June 2023](#)

[Training & Learning – October 2023](#)

During the year, work has been underway in looking to progress as many learners as possible through their Getting Started. This is to enable a clean transfer on migration without any outstanding elements that would need to be picked up with Growing Roots. This has seen some success but there are still a few people who have been in role for some time and remain with one or more of their Getting Started elements outstanding.

Any encouragement for these individuals, in your Group, in your allocated learners or in your District to progress and eliminate missing pieces of training over the next couple of months would be very helpful.

In addition, back in October, every learner who had completed their Getting Started received a mailing to outline their choices going forward. This was centred around ensuring all were aware that they could continue to complete their Wood Badge, where they could find courses and how they can be validated or to make the decision to cease any further learning either permanently or await the new learning scheme.

As, and when learners complete Getting Started, they too are advised about these choices.

## LOOKING AHEAD INTO 2024

### Getting Started – Growing Roots

Until further notice, we are continuing to complete the Getting Started scheme as applicable for the volunteer appointments so

- Section volunteers: Modules 1,3,GDPR, Safety and Safeguarding
- Managers (GSL, DC): Modules 1,4,GDPR, Safety and Safeguarding
- Supporters / SASU etc: Modules 1, GDPR, Safety and Safeguarding
- Trustees: Module 1, GDPR, Trustee Introduction, Safety and Safeguarding

When the new Growing Roots scheme is live, all learning will switch to the new material. There will be exemptions for any element completed that has been recorded on Compass as validated. Where incomplete, the learner will need to complete all the missing Growing Roots learning. This means that they will be required to complete additional learning such as Creating Inclusion.

## Branching Out – New Wood Badge Learning

This remains at a very early stage of scoping and too soon to speculate on what or when. What we do know is that there will be two versions of the new Wood Badge available – one focused on helping those delivering our programme and one focused on helping those in a role that involves leading or supporting volunteers. Anyone can do either of these versions.

For those members who wish to continue to complete their Wood Badge under the present scheme, this is likely to run through 2024 at least. The County Website has, within the Training Calendar ([LINK](#)), details of virtual courses which are available to complete all of the currently required existing Wood Badge modules. After Transformation, when Growing Roots becomes live, some of those current modules will be withdrawn.

## Local Training Managers / Training Advisers

Whilst we continue to offer the current Wood Badge modules, there continues to be a need for that learning to be validated. I understand that we are likely to see some change in validation requirements during 2024, to align the current model with that planned for Branching Out, but there are no details yet.

Please also remember that any completed learning that has not been validated and recorded in Compass at the time of data migration (date not yet known but likely to be a couple of weeks before Transformation and which will be advised), will not be carried across to the new Scheme and effectively “lost.” It is important therefore that such circumstances are avoided and any assistance to eliminate the possibility is taken.

The On Line Validation Tool ([OLV LINK](#)) is an ideal way for such to be avoided as it is quick and simple to complete. Please do suggest its use, where appropriate. A mailing to all who have unvalidated learning will be sent in the Spring.

Looking ahead, at Transformation, all Local Training Manager and Training Adviser appointments will cease. Support and Assessing will be the responsibility of District Volunteering Development Teams. All Districts are currently making plans and starting to engage with individuals in the construction of that Team so you may already have been contacted by your District Lead Volunteer / District Commissioner.

## Manager & Supporter Training

The Manager & Supporter Scheme is remaining “as is” until 2025 at the earliest though some aspects will change around the “training for all” modules that are being withdrawn and the Growing Roots new learning. What is remaining will be the Independent Learning Units, the three Skills Courses and the current validation structure around the seven key management skills.

It is expected that the number of individuals who pursue this Wood Badge will reduce for two reasons:

- i. The Wood Badge becomes optional and is limited to one (with some additional learning required where a change of appointment results in a change in responsibilities).
- ii. There will be fewer potential learners. At Transformation, appointments such as LTM's, ADC's, ASU Managers, who previously had been under the Scheme, will disappear.

For these reasons, we have decided that the support for the Manager & Supporter Scheme, whilst in its present format, will remain the responsibility of the Scout County within the County Volunteering Development Team. Early arrangements by the designate County Volunteering Development Team Lead are underway.

The Skills Courses continue to be delivered regionally (South West Region) and when dates are announced, all members progressing with their Wood Badge are advised about dates and location.

## **LOOKING INTO GROWING ROOTS**

A team of HQ staff, working with external content developers and with input and testing by volunteers, has since late Autumn last year, been producing material for the new Growing Roots learning. All content has been re-written and updated.

Currently, the four pieces of learning that everyone requires is at general testing stage. Aspects such as voices, text, layout, and some content have still to be refined following the feedback from the volunteers testing, but it is possible to get a good idea of how the material will be delivered and the scope of the content.

# Growing Roots looks like this

## Growing roots

The learning everyone needs

### Creating inclusion

How we make Scouts a welcoming space for everybody

**Who does this?**  
All new volunteers  
Exceptions: Presidents, vice presidents, non-member, supporters, retired members, designated carers

**Why do I need this?**  
At Scouts, we're open to all and it's important we make sure everyone feels welcome. We need all our volunteers' help to do this, so we want to make sure you have the tools and know-how to help everyone feel accepted and included at Scouts.

**You'll learn...**

- How to challenge assumptions
- Practical ways to be more inclusive in everything we do
- How to respond when people need reasonable adjustments
- How to challenge discrimination

## Growing roots

The learning everyone needs

### Who we are & what we do

What Scouts is and how we help young people gain skills for life

**Who does this?**  
All new volunteers  
Exceptions: Presidents, vice presidents, non-member, supporters, retired members, designated carers

**Why do I need this?**  
At Scouts, we work together towards a shared goal, which is to help young people develop skills for life. We need all our volunteers' help to do this, so we want to make sure you understand how Scouts works and what support is available to you.

**You'll learn...**

- Our purpose, Promise and values at Scouts
- What support is available to you
- How our different teams work together
- How Scouts create impact

## Growing roots

The learning some people need

### Leading Scout volunteers

How to be a great Lead Volunteer or Team Leader in Scouts

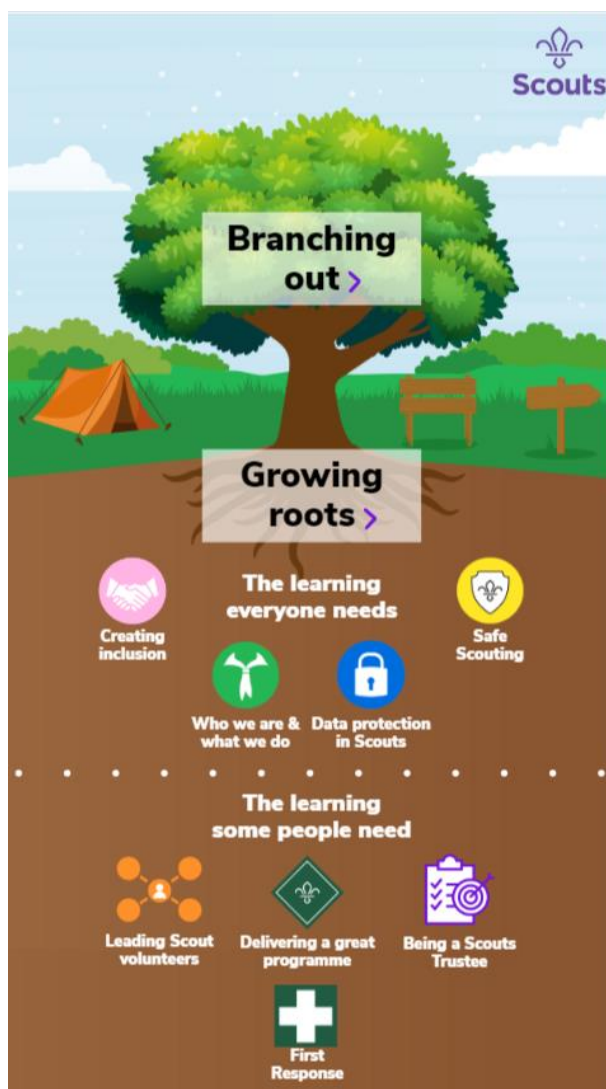
**Who does this?**  
All new Team Leaders and Lead Volunteers  
Exceptions: Team Leaders of Section Teams and sub-team leaders

**Why do I need this?**  
At Scouts, we aim to provide great leadership. We want to be great role models to our young people. So, we want to make sure you have the tools and know-how to lead your fellow volunteers in Scouts.

**You'll learn...**

**First Response**  
Group Lead Volunteers and 14-24 Team Leaders must also do First Response.

**UNDER CONSTRUCTION**



## Growing roots

The learning everyone needs

### Data protection in Scouts

How we take care of people's personal data

**Who does this?**  
All new volunteers  
Exceptions: Presidents, vice presidents, non-member, supporters, retired members, designated carers

**Why do I need this?**  
At Scouts, we're trusted with the personal data of our young people and volunteers. We need to take that responsibility very seriously. We need all our volunteers' help to do this, so we want to make sure you have the tools and know-how to handle personal data responsibly.

**You'll learn...**

- What data protection and personal data is
- How to gather personal data in Scouts
- How to use, share and store personal data in Scouts
- How to securely delete or archive personal data
- How to respond to a data breach or subject access request

## Growing roots

The learning everyone needs

### Safe Scouting

How we keep our young people and each other safe

**Who does this?**  
All new volunteers  
Exceptions: Presidents, vice presidents, non-member, supporters, retired members, designated carers

**Why do I need this?**  
At Scouts, we know young people thrive in secure surroundings, whether they're at home or away. Wherever we go, we're serious about keeping our young people safe. Everyone in Scouts needs to have the tools and know-how to keep our young people safe.

**You'll learn...**

- Why Safety and Safeguarding are so important
- About Safety
  - How to assess and manage risks
  - How to respond to and report incidents
- About Safeguarding
  - How to recognise and respond to concerns
  - How to take notes and report concerns
  - How to protect both young people and adults

## Growing roots

The learning some people need

### Delivering a great programme

How to deliver a safe and adventurous programme to young people

**Who does this?**  
All new Section Team volunteers

**Why do I need this?**  
You'll be working directly with our young people, helping them develop skills for life. We want to make sure you have the tools and know-how to deliver our amazing programme and be properly youth led.

**You'll learn...**

- What the Scout Method is and how we create impact
- How to involve young people and be youth shaped
- How to promote positive behaviour when working with young people
- How to plan and run our programme so our young people can achieve their top awards
- How to work with the parents and carers of our young people

**First Response**  
You must also do First Response.

**UNDER CONSTRUCTION**

← BACK

## Growing roots

The learning some people need

### Being a Scouts Trustee

What being a Trustee means and how to do a great job

**Who does this?**  
All new Trustees

**Why do I need this?**  
As a Trustee, you might be responsible for a Group, District or County/Area/Region. You'll need to know what your responsibilities are, and we'll give you the practical tools and advice on how to be a great Trustee.

**You'll learn...**

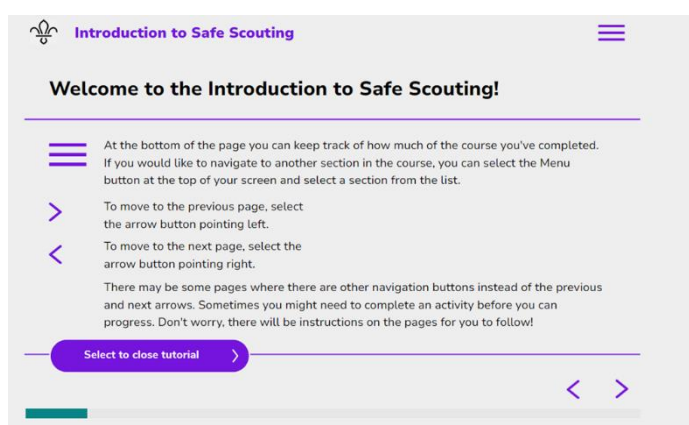
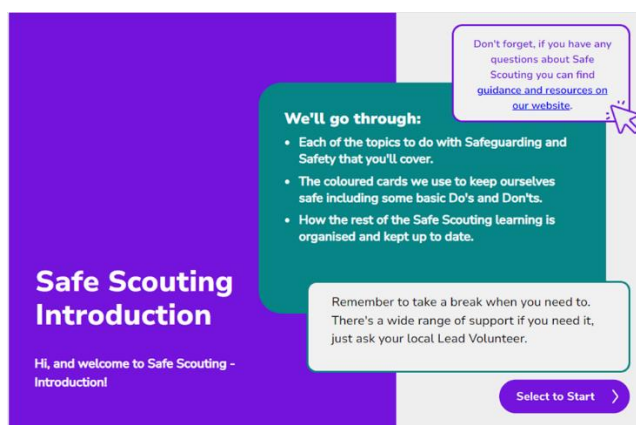
**UNDER CONSTRUCTION**

All the Growing Roots learning is primarily delivered as digital e-learning. Options are going to be possible either by working through with a supporter who can access and “drive” the learning or by the utilisation of printed matter versions.

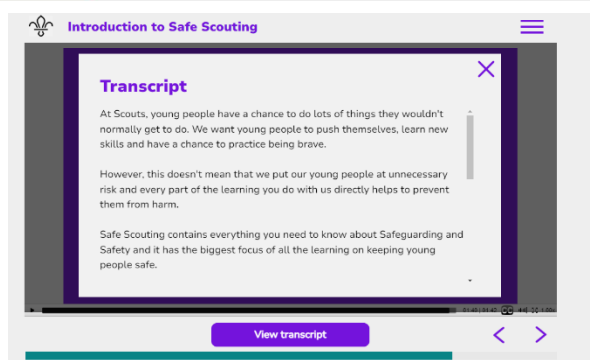
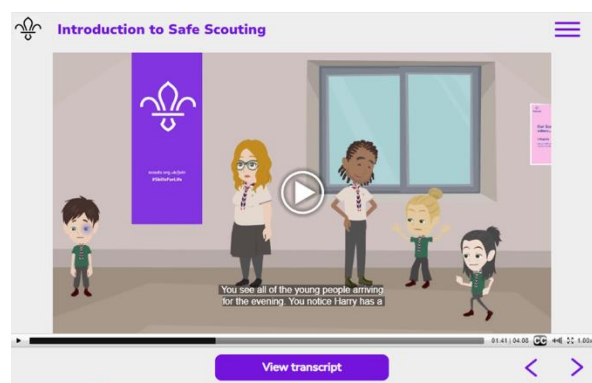
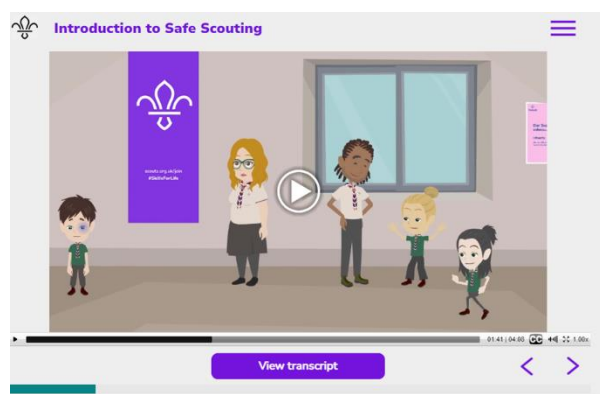
To give you an idea of what that new learning looks like, here are some images from the testing versions.



This shows what you will see in your Learning Record, what items have been completed and what is still to do.



Introduction screen for each course is followed by details of how the learning is completed.



The e-learning courses will include one or more short videos. It is possible for each video to turn on captions to support the understanding. It is also possible to view a complete transcript of the video.

**Introduction to Who We Are and What We Do**

## What is Scouts all about?

You'll be going through this learning with two other new volunteers: Rhonda and Simon. Select Rhonda and Simon to meet them.

Hello, I'm Rhonda. I've just retired from being a childminder, but I wanted something to keep me busy and get me out of the house. Some of the parents I've spoken to throughout my career said their children had a great time in Scouts, so I decided to volunteer with the 4th Wayleigh Section Team to help out.

Hi, I'm Simon. I've just started volunteering as a Trustee. My niece is a Squirrel and, as a primary school teacher, I'm very excited to come along to a session of the 4th Wayleigh and see how everything's done.

**Introduction to Safe Scouting**

## The Safe Scouting Cards

The safety checklist cards are easy references for some of our key rules, procedures and guidelines. Select each card to find out more.

[Yellow Card](#)
[Purple Card](#)
[Orange Card](#)

[Checklist Cards](#)
[Green Card](#)

Make sure all volunteers, young people and parents/carers are aware of these cards, so they know what to expect.

[See the cards on our website](#)

**Introduction to Who We Are and What We Do**

## The Scout Law and values

While Simon and Rhonda are waiting, they stand to the side and read some of the posters on the wall. Three in particular seem important: the Scout Law, the Scout values and the Yellow Card.

Select the Law and values posters in the image to learn more. If you want reminding about the Yellow Card, click the Yellow Card poster (opens in new window) or take a look at our Safe Scouting learning.

**Safe Scouting Cards**

Quick links

[Risk assessments](#)

**Yellow card**

[Read the Young People First - Yellow Card](#)

**Purple card**

[Read Safe Scouting and Emergency Procedures](#)

**Orange card**

[Read the Young People First - Orange Card](#)

**Green card**

[Read the policy on Scouting and alcohol](#)

**Safety checklist cards**

[Read the checklists for Executive Committees, Leaders and Managers](#)

**Safeguarding Procedures for County and District Commissioners (Grey Card)**

[Read the grey card now](#)

To explain the learning, there are a series of short stories. In some cases, there are screens which open into pages from the Scouts Website (scouts.org.uk)

**Introduction to Who We Are and What We Do**

## The Scout Promise

Select each part of the Promise to learn more about what it means.

On my honour

I promise that I will do my best

to do my duty to Allah / God / my Dharma / uphold our Scout values

and to The King,

to help other people

and to keep the Scout Law

**Introduction to Who We Are and What We Do**

## The Scout Promise

Select

**'I promise that I will do my best' - Why do we say this?**

When we make our Promise, we make it for ourselves. By taking responsibility for our actions, we recognise only we're in control of what we do. The Promise also says to 'do my best', not necessarily to be perfect. We want everyone at Scouts to reach their full potential, rather than do just enough to get by. As with the Cub Scout Promise too, 'do my best' applies to all parts of the Promise.

and to keep the Scout Law

**Running the Programme - the Basics**

## Sections

Select each button to learn more about our different Sections.

**Squirrels**

**BEAVERS**

**cubs**

**SCOUTS**

**EXPLORERS**

**network**

[Go back](#)

rmation

**Running the Programme - the Basics**

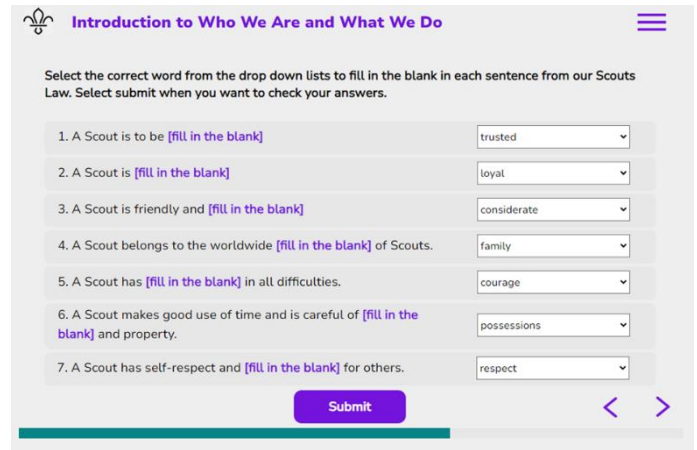
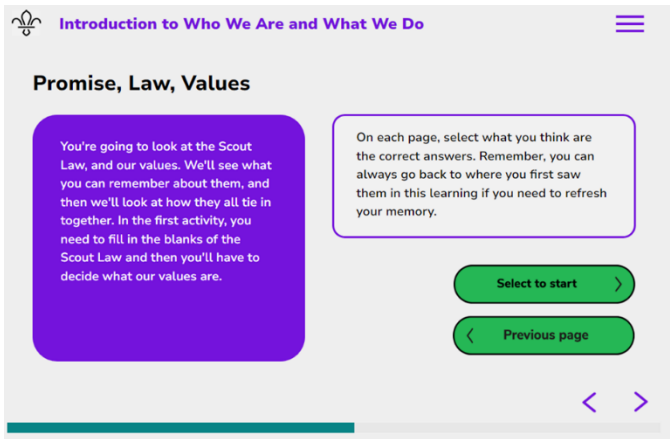
## Sections

Select

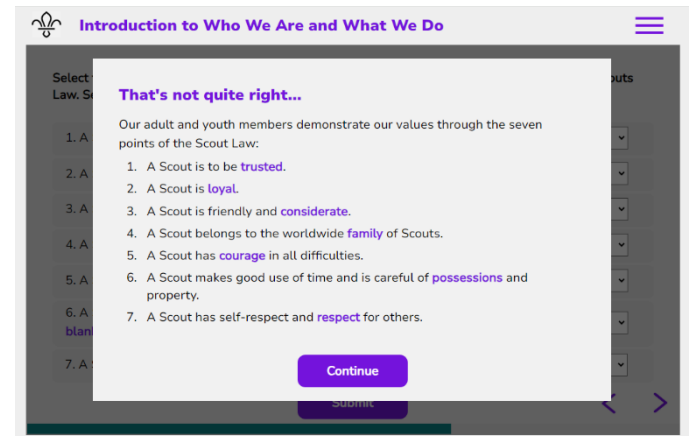
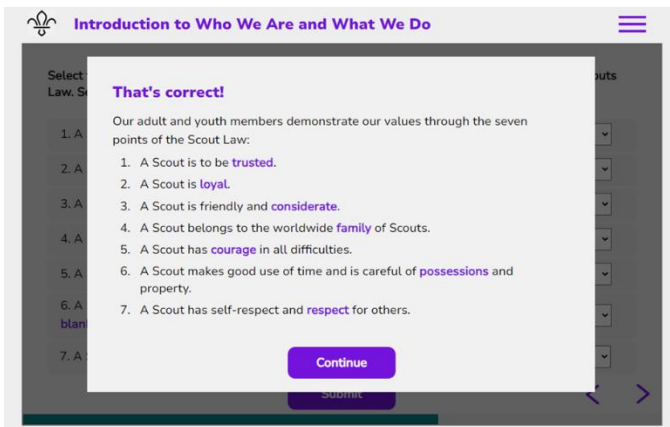
**Beavers**

Eager and excited, these young people get together in Colonies. Beavers is aimed at six to eight year olds, who've started to grow in confidence and want to push themselves. This section can usually be found outside, building dens or maybe visiting a new place for the first time.

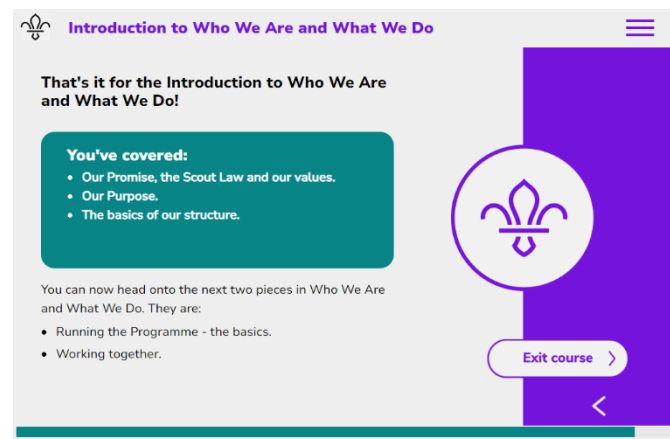
[Go back](#)



At stages during the course are some questions relating to the learning.



The course responds as appropriate.



It is possible to stop the learning at any stage, you do not have to wait until the end of a section or the whole course. Your Learning Summary will show your progress to date.

Once completed, the learning is automatically recorded in a volunteer's learning record. There is no additional validation required.

## FIRST AID TRAINING

We know that, following Transformation there will be some changes to the ongoing learning requirements for first aid training. This can be categorised into two separate aspects.

**Firstly**, from Transformation, the scope of members requiring to be holding a current first aid certificate at all times will change. It will no longer be linked with those who have an appointment where a Wood Badge is required such as Section Leaders, Assistant Section Leaders, Group Scout Leaders, Training Managers, SASU Managers, Deputy / Assistant District or County Commissioners. In the future it will be required by all members who will have regular contact with our youth members or could reasonably expect to have contact with our youth members. This means that the following will be included

- All Section Team Members (this includes anyone who migrates on Transformation from a Section Assistant to a Team Member)
- All Section Team Leaders
- All Group Lead Volunteers
- All District / County Team Lead Volunteers
- All 14-24 District Section Leaders / Members

Note current Occasional Helpers (to be Non-Member, Needs Disclosure) or other non-member Helpers will not be required to have a current first aid certificate.

Scouts believes that the more of our members who have a current qualification then the better we are in Scouts and as part of our wider communities. Those who have no requirement for certification, by virtue of their appointment are, nevertheless, encouraged to consider gaining a qualification.

**Secondly**, the timescales to complete First Aid training after becoming a member will change. There are three categories to consider here as follows:

1. From Transformation all new adult members who fall into the categories set out above with have 12 months, to complete a first aid qualification.
2. Where a member has transitioned from Section Assistant to Team Member, they will have a period of 24 months to complete a first aid qualification.
3. Where an existing member, currently required to hold a first aid qualification (Section Leader, Assistant Section Leader, Group Scout Leader etc), they will

have the period remaining between their appointment and the three year original deadline but, this will be capped at 24 months so that it aligns with those currently a Section Assistant. Until we have a date for Transformation, it is not possible to determine that date but all members, in that position at the time of Transformation will be advised by the Scout County of their individual timescales to complete.

There is no need to wait for these changes to come through Transformation, however. Somerset Scouts has been offering first aid training to all Section Assistants over the last 12 months and currently we have over 30% of our current Section Assistant appointees with an in-date first aid qualification.

Somerset Scouts will be continuing to offer face to face courses and supporting the Blended Learning option for those who are unable to complete the in-person training.

## WHAT NEXT ?

There are a few priority actions that need to be considered over the next couple of months please

- a. Supporting the completion of Getting Started learning for all new members. This will help to ensure that new members attain a Full appointment as soon as possible which will assist with the transition arrangements from Compass to the new Membership System. It will also allow those members to have unsupervised access to our youth members.
- b. Where learning has been completed for Wood Badge modules, contact, and encourage learners to validate those modules. Any which are “unvalidated” at time of Transformation will be lost. Even if a learner suggests that they might not be looking to progress their Wood Badge now, having the learning transferred to the new Branching Out will enable them to get credit if they choose to pick up at a later date. Using the County On Line Validation is possibly the simplest method of doing this. For more details about OLV, see the following [LINK](#).

- c. Where a learner is looking to progress and hopefully complete their current Wood Badge, please encourage them, make sure they are aware of the virtual module courses that are currently available (see the following link to the [TRAINING CALENDAR](#)) and ensure that validation and Compass records are updated as soon as possible after completion.

Finally, thank you for all your support and engagement so far. We have come quite a distance but there is still some way to go. I appreciate, for some, your future engagement and support of learning and associated matters may not be clear. Hopefully, in such cases your District Lead Volunteer (District Commissioner) will be in touch but for the moment, we remain “business as usual.”

As ever, any questions do please contact me, we remain on this journey together.

**Alan Henderson**  
**Transformation & Learning Lead**  
**Somerset Scouts**  
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**February 2024**

*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 (February 2024). As with any strategic change programme operating with agile methodology, content and detail are subject to change without notification. E&OE.*