

## Transformation – Background

In 2018, the next vision for Scouting was launched, a 5-year plan which looked to prepare more young people with skills for life, supported by amazing leaders delivering an inspiring programme. Vision 2023 looked to grow Scouting, making it more inclusive, shaped by young people and having a bigger impact on our communities. #Skills for Life was born.



Whilst a considerable amount of early work was undertaken with focus groups, questionnaires, and discussions across all parts of the movement, the Covid-19 Pandemic put the brakes on much of the subsequent phases with other priorities and a significant reduction in volunteering capacity. Over the last two years, many of the workstreams have been reactivated and there are numerous groups of volunteers and employed HQ staff undertaking much detailed activity built upon that early consultation and feedback. Over 12,000 people from both within and outside Scouting have been consulted. They have given their comments, opinions, and suggestions as to how we can make volunteering with the Scouts easier and more fun.

To do this we're making changes to how we welcome new volunteers, our roles and team structures, our learning and digital tools. The changes are coming because volunteers told us they need more volunteers and those volunteers that we have, we want to stay longer.

Hundreds of volunteers have been directly involved in shaping the new solutions, and a huge amount more have provided valuable comments through the Testing Hub. This was established to share early plans and ideas so that everyone had the opportunity to be involved. Naturally, most of the interactive elements are now closed as the works progress but the Hub is still open on the Scouts Website at <https://www.scouts.org.uk/about-us/testing-hub/volunteer-experience/>

Scouts HQ works volunteers closely with various volunteers across the movement on every step of the way in the updated strategy, to make sure that anything new works for the majority and genuinely make things better, easier, and more fun. They are supported by HQ Staff to deliver the changes.

The extensive research identified three key areas of focus as follows:

- **Creating a warmer welcome for new volunteers**

This will mean using new digital tools to recruit volunteers and speed up the appointments process. The volunteer is likely to have a more relevant experience during the process for which they will be able to track progress.

- **Simplifying volunteering with changes to roles and team structures**

The creation of a new approach to volunteering at all levels which will improve clarity of roles and simplicity of delivery to support our programme.

- **Making learning more valuable and convenient**

Greater use of digital tools for learning which will mean volunteers have greater control of what and when they complete their learning. There will be more optional learning and a change in the composition of the Wood Badge so that it is more relevant to their needs. A reduction in the need for validation will speed up the process from completion to recognition.

All three of the above will be supported by new digital tools and the introduction of a new Membership System which will replace Compass. The new system however is not just a straight replacement for Compass or indeed a simple “upgrade”, it will draw together many areas that support Scouting and significantly enhance how members engage with Scouts such the new member joining process, membership records and learning.

The new membership System will be easier to access and use on desktop and mobile devices, with everything in one place accessed through a single sign on from the [scouts.org.uk](https://scouts.org.uk) homepage.

Transformation is the collective umbrella being used to capture several significant changes to the way we Scout. Most of the initial work centres on these areas highlighted above and referenced as The Volunteer Journey. Other aspects of Transformation are at various stages of planning and development and include

- A review of the 14 – 24 age programme and structures
- What we Wear, a look at the uniform for all aged 10+

Finally, here is a short video from Carl Hankinson, UK Chief Commissioner.

VIDEO LINK (<https://vimeo.com/815378443?share=copy>)

