

A Warmer Welcome



Leaders will be involved in the welcoming of new volunteers to the Group, District or County. By being buddies when new volunteers join, making the person feel supported and welcome.

We will be able to advertise online for new team members, resulting in wider recruitment possibilities.

Why?

Volunteers have told us the current welcome process can be off-putting and it takes up a lot of admin time.

The current welcoming process isn't very clear to new volunteers, and usually happens out of order.

Simplifying Roles and Structures



Team Leaders will be able to spread the workload amongst their teams. This is already done in some areas, but not everywhere.

Team Descriptions will give purpose, tasks & outcomes, and will replace the current role descriptions.

It is recognised that leaders will always be called leaders when describing what we do. However, using clearer role names e.g., Lead Volunteer will simplify the perception of a role to new volunteers.

Why?

Current structures and roles are confusing. External research has shown that many role titles aren't understood by those outside of Scouts. This directly affects recruitment of volunteers.

We have a small number of people with lots of responsibility placed on them. New structures will offer flexibility and choice of tasks.

More Engaging Learning



We're reducing and removing the heavy administration work of manually recording and validating learning.

Content will be split into Core Learning, which is mandatory, and Branching Out, which is optional. Leader will choose when they do their learning and which learning they do for their tasks.

There will be a new points-based approach to gaining your Wood Badge, with points gained from optional learning completed. It will still have the same meaning, just a different way of earning it.

Why?

We need to make learning more accessible, personalised, and relevant. The current training matrix is 20 years old and out of date.

Current training can hinge upon validation which requires additional intervention and can delay the completion process.

Learning will be delivered tailored to an individual's needs and in smaller chunks making completion more manageable.

New Digital Tools and Support



New Welcome, Membership and Learning systems will be accessed via a single log-in on scouts.org.uk They'll be easy to access on all devices, and they have been extensively tested with our own volunteers.

Leaders will have more control over their information on Scouts.org.uk systems. Ways to contact other leaders will be easier to find (depending on what the other leader wants to show)

Why?

Compass is no longer up to the job of providing us with detailed information about our adult membership. Only a quarter of volunteers have ever used it.

Most of our current digital tools don't work well on mobile devices.

Other new tools will provide a digital first approach.