



Scouts

Recap

Why are The Scouts transforming ?

Making volunteering easier and more fun is how we reach our North star...

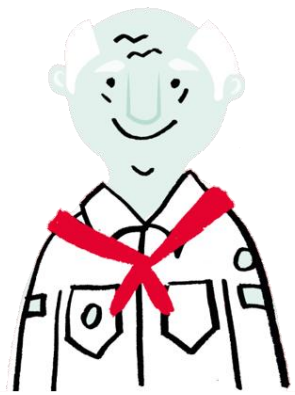


More young people gaining skills for life

Consistently and safely deliver a great programme

Recruit more volunteers and retain current ones

Listening to our volunteers, young people and the public we've identified three key areas for change:



Providing a warm welcome for everyone

Delivering a more engaging learning experience



Simplifying how we volunteer together

All of which will be supported by easy-to-use digital tools



The culture we need to build...

Inclusive

Supportive

**Digitally
Enabled**

Clear Roles

**Learning,
not training**

Welcoming

Team-based Volunteering



Changing our Role Titles

The volunteer experience changes being made are part of transforming our culture within Scouts

It's important that we recognise how our role titles are part of both our culture and our perception as a movement

We're changing many of our role titles within Scouts to:

- Reflect on our perception outside of Scouts
- Provide a consistent and clear structure across our leadership roles
- Make our roles and responsibilities clearer
- Make it easier to share tasks within a team
- Set out what we want our culture to be

Changing our Role Titles

We currently have over 400 role titles, which can make our structure difficult to understand and remain consistent

As part of changing how we volunteer together we're simplifying our role structures and role titles

We'll be introducing **Team Leader** and **Team Member** role titles as part of this

These titles will replace many of our current roles such as Section Assistant and Assistant Section Leader and more, along with our Deputy and Assistant roles





Changing Role Titles

These changes support us to recruit new volunteers and make roles for current volunteers clearer and more flexible and help us to:

- Make our roles clearer
- Make it easier to share tasks as a team
- Support recruitment of new volunteers

These changes are about how we organise ourselves and our teams, but you're still...

A Scout Leader, Beaver Leader, Skip, Owl, Badger, Akela, Raksha...

That isn't changing!



Beavers Section Team Member for Anytown Scouts

Previously Assistant Section Leader - Beaver Scouts

Social:

'I help at Anytown Beavers.'

Parents and carers:

'I'm Elliott, one of the Beaver Leaders, but the young people know me as Rabbit.'

Email and formal situations:

Team Member
Anytown Beavers



Cubs Section Team Leader for Anytown Scouts

Previously Section Leader - Cub Scouts

Social:

'I lead the team at Anytown Cubs.'

Parents and carers:

'I'm Sandra, one of the Cub Leaders. At Cubs, all our leaders have names from the Jungle Book, so everyone knows me as Akela.'

Email and formal situations:

Team Leader
Anytown Cubs



Lead Volunteer for Anytown Scouts

Previously Group Scout Leader, District Commissioner, County Commissioner

Social:

'I'm the Lead Volunteer for Anytown Scouts, and we've got 200 young people and 20 volunteers.'

Parents and carers:

'I'm Debbie and I lead Anytown Scouts.'

Email signature:

All the best,
Lead Volunteer
Anytown Scouts

On the phone to an external agency:

'I lead the volunteers at Anytown Scouts.'

To Scout volunteers or staff:

'I'm the Group / District / County Lead Volunteer for Anytown Scouts.'



Programme Team Member for Anytown Scouts

Previously District, County Leader, Assistant Commissioner - Programme, Section Support

Regional:

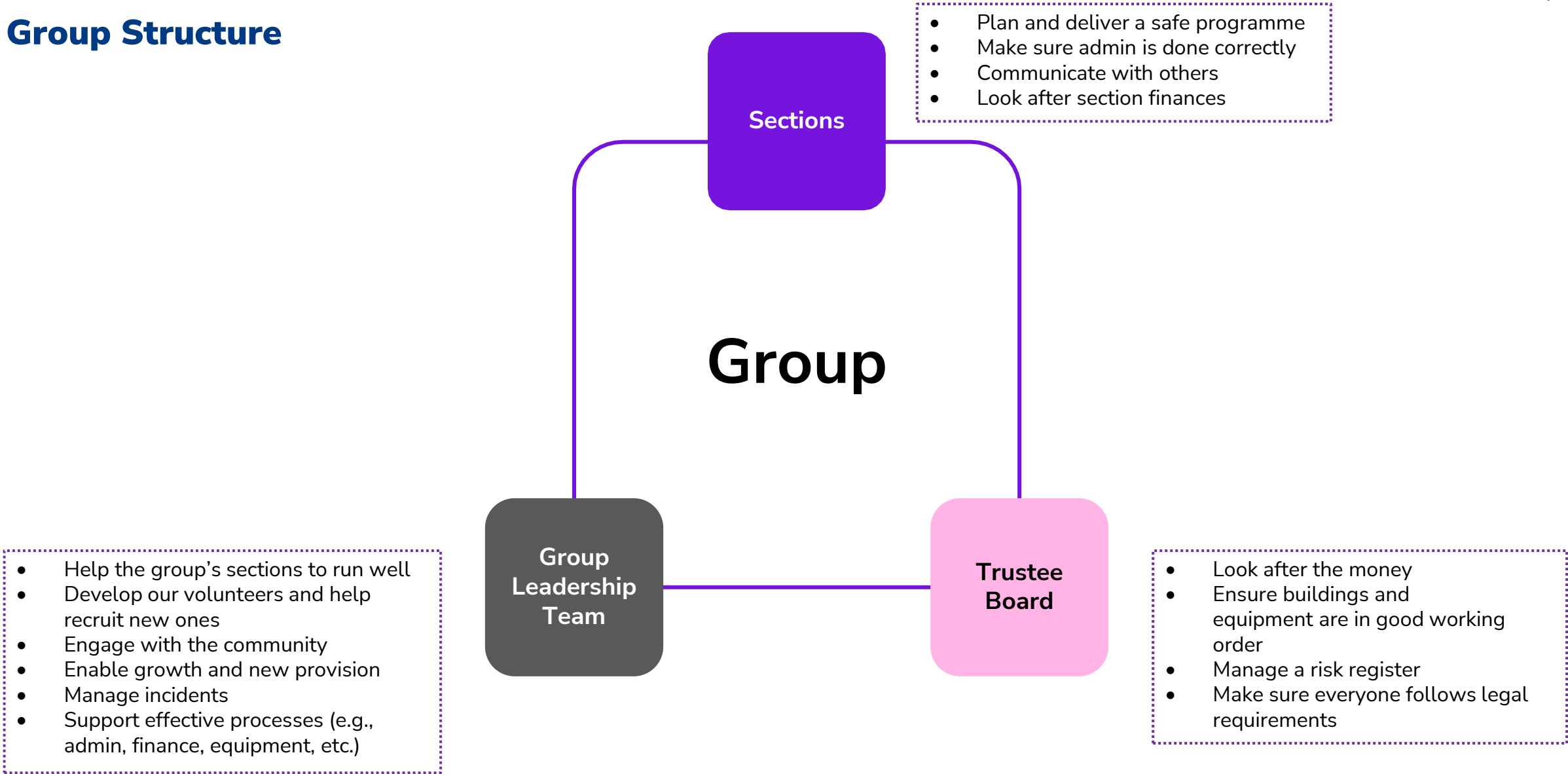
'I support the Beaver Sections across the District/County/Region/Nation.'

'I give programme support to the Beaver Sections across North Blankshire.'

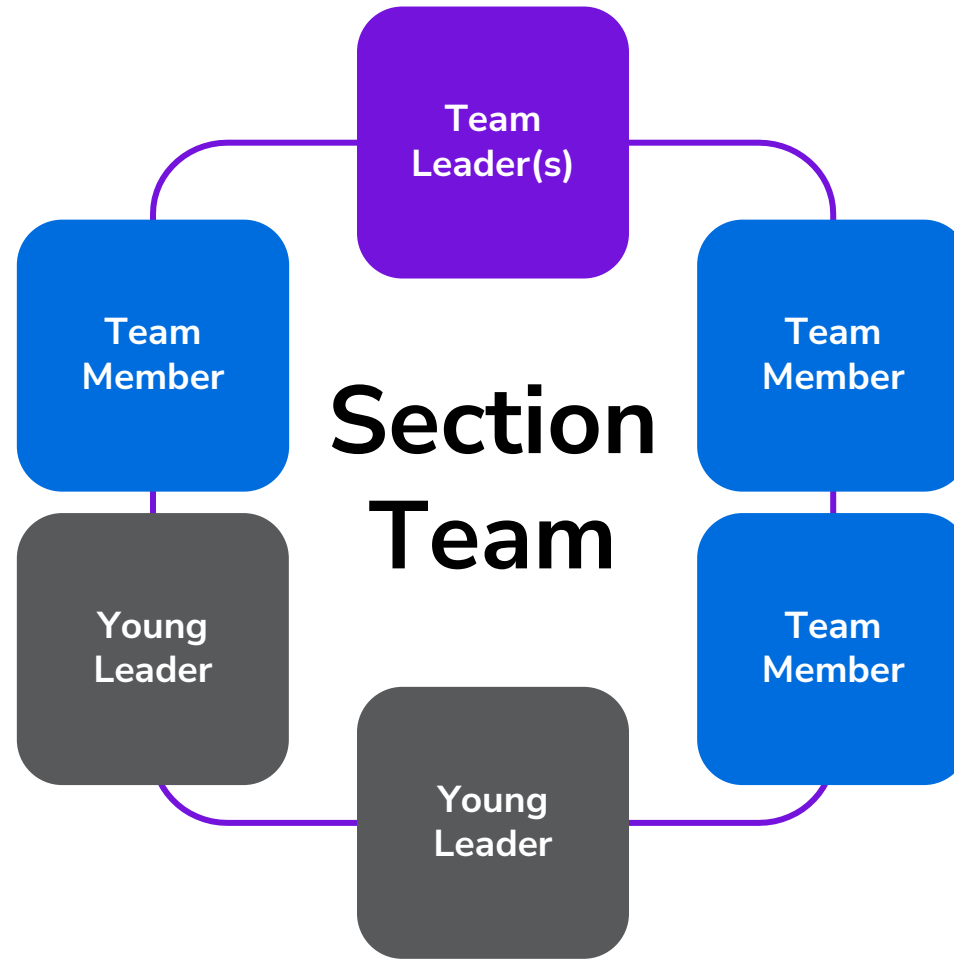
UKHQ and official settings:

Programme Team Member
Anytown Scouts

Group Structure



Section Structure



Full details are
in each Team
Description

How we Volunteer Together
Adopting a team-based approach

District Structure

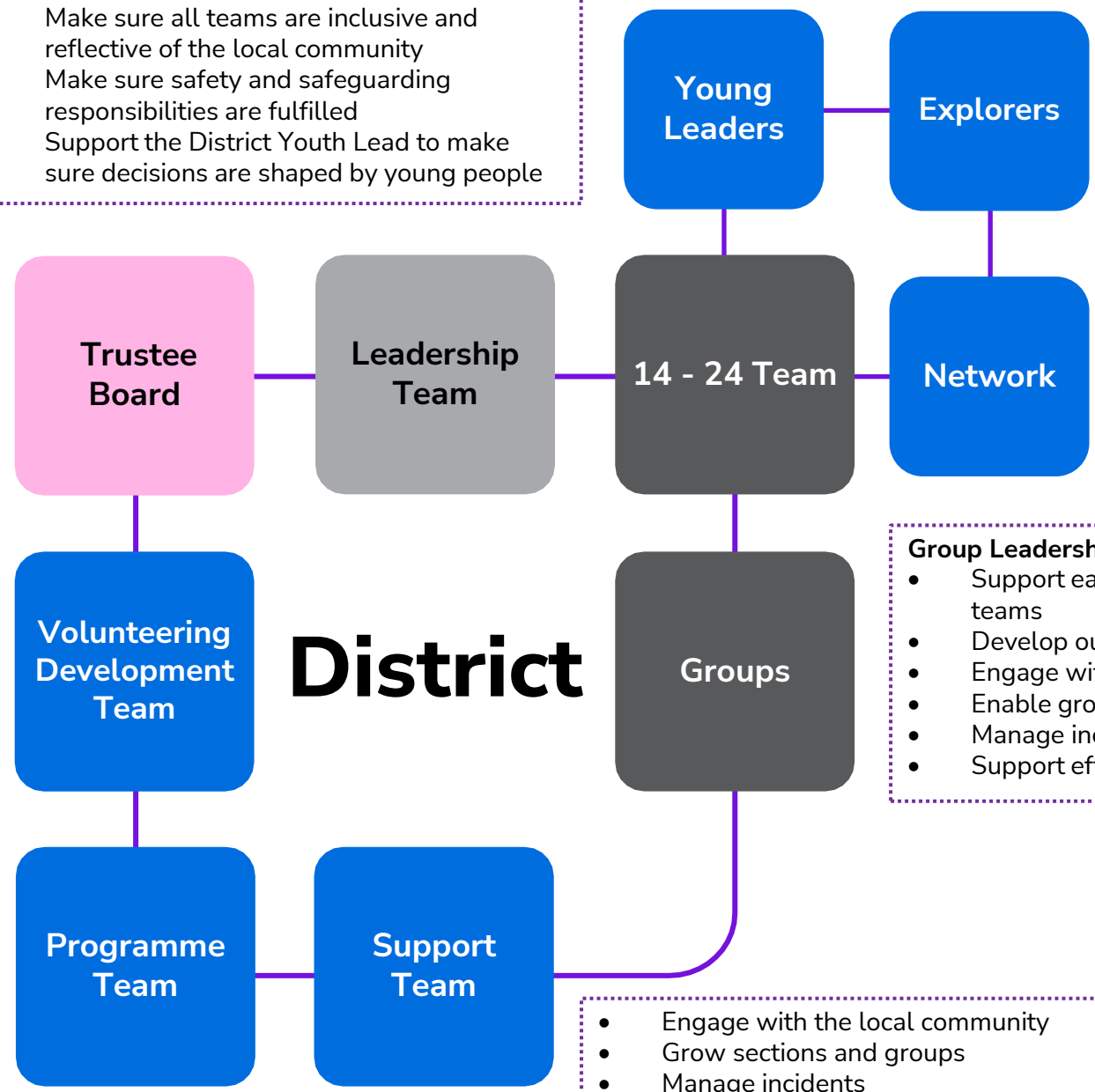


- Make sure all District teams work well
- Make sure all teams are inclusive and reflective of the local community
- Make sure safety and safeguarding responsibilities are fulfilled
- Support the District Youth Lead to make sure decisions are shaped by young people

- Look after the money
- Ensure buildings and equipment are in good working order
- Manage a risk register
- Make sure everyone follows legal requirements

- Attract and welcome new volunteers to Group and District teams
- Make sure volunteers are well-supported
- Make sure volunteers are recognised

- Help section teams run high-quality programmes
- Facilitate programme networking opportunities
- Provide access to specialist expertise
- Manage approvals for activities and permits



- 14-24 Team, for their Sections**
- Support each Explorer, Young Leader and Scout Network section team

- Group Leadership Teams**
- Support each of their section teams
 - Develop our volunteers
 - Engage with the community
 - Enable growth and new provision
 - Manage incidents
 - Support effective processes

- Engage with the local community
- Grow sections and groups
- Manage incidents
- Manage administration, property and equipment

Section & Group Structure

Section Team -

Plans, delivers, and runs high-quality programmes safely. They make sure all young people can take part in the programme and gain skills for life

Group Leadership Team -

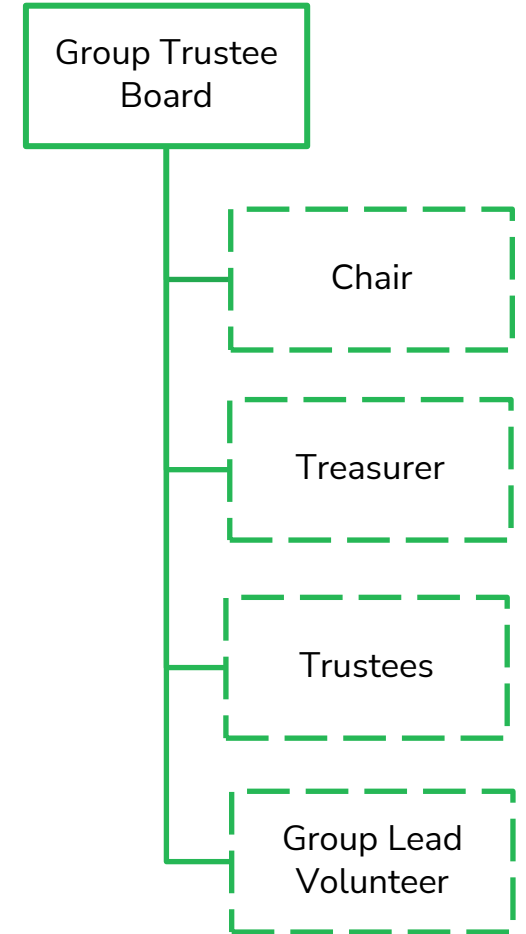
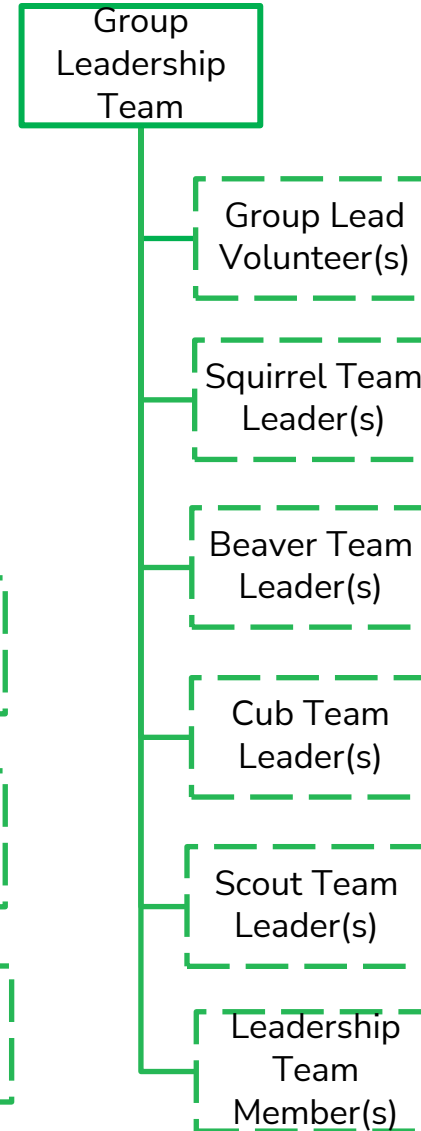
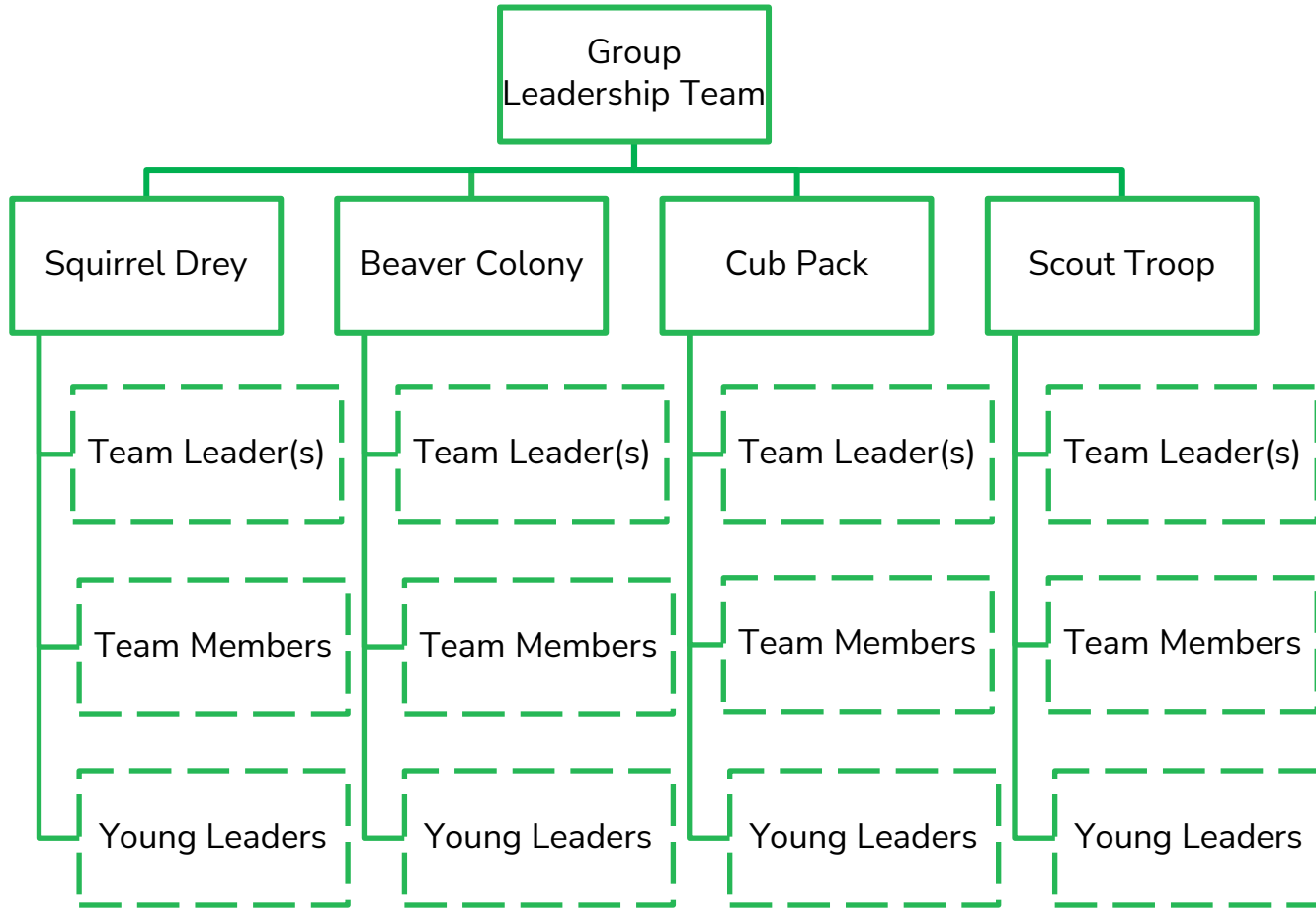
Helps volunteers across all Sections to work well together and feel motivated. They make sure the Group is respected and supported in their local community

Trustee Board -

Trustees make sure the charity is well managed, risks are assessed and mitigated, buildings and equipment are in good working order, and everyone follows legal requirements and Policy, Organisation and Rules (POR)

How we Volunteer Together
Adopting a team-based approach

Group: 1st Anytown



Group Roles – Mapping to the new Team Based structure

| Current Role | New Role |
|--|---|
| Group Scout Leader | Group Lead Volunteer |
| Deputy Group Scout Leader / Assistant Group Scout Leader | Group Leadership Team Member |
| Section Leader | Section Team Leader of the Beaver, Cub, Scout |
| Early Years Section Leader | Section Team Member of the Squirrels Team |
| Assistant Section Leader / Section Assistant | Section Team Member of the Beaver. Cub, Scout |
| Group Communications Manager | Group Supporter |
| Group Skills Instructor | Group Supporter |

Group Roles not mapped
Group Admin

* See later slide for details of helpers and non-members requiring disclosure checks



Explorers– Mapping to the new Team Based structure

| Current Role | New Role |
|--|-------------------------------|
| District Explorer Scout Administrator | 14 24 Team Member |
| Section Leader | Section Team Leader Explorers |
| Assistant Section Leader / Section Assistant | Section Team Member Explorers |

Explorer Roles not mapped
 DESC – likely to become Lead Volunteer/Team Leader 14-24

Network – Mapping to the new Team Based structure

| Current Role | New Role |
|--|--------------------------------------|
| Section Leader | Section Team Leader Network |
| Assistant Section Leader / Section Assistant | Section Team Member Network |
| Scout Network Member | Scout Network Member (District only) |

Network Roles not mapped
 Network Commissioner - likely to become Team Leader Network



Trustee Board– Mapping to the new Team Based structure

| Current Role | New Role |
|----------------------------|--------------|
| Chair | Chair |
| Deputy Chair | Deputy Chair |
| Treasurer | Treasurer |
| Secretary | Secretary |
| Executive Committee Member | Trustee |

Accreditations – Mapping to the new Team Based structure

| Current Role | New Role |
|---------------------------------------|---------------------------------------|
| Assessor | Activity Assessor |
| Award Certificate Recipient | Adult Awards Recipient |
| Manager of the Activity Permit Scheme | Manager of the Activity Permit Scheme |
| Nights Away Adviser | Nights Away Assessor |
| Queens Scout Award Coordinator | King's Scout Award Recipient |

Roles that will be recorded but will not be part of a team:

| Current Role | New Role |
|-------------------|------------------------------|
| Chaplain | Chaplain |
| Occasional Helper | Non member (disclosure only) |
| President | President |
| Vice President | Vice President |

Helpers

Who are helpers?

1. Provide informal support to help deliver Scouts.
2. Don't need to be recorded on scouts.org.uk as they aren't undertaking [regulated activity](#), and therefore they don't need a criminal record check or internal check.
3. The maximum they can volunteer is **three times** in any **thirty-day** period.
4. Helpers aren't members of our Sections or wider teams.
5. They'll always be supervised by Team Members or Team Leaders.

They can:

- Be put on an [adult rota](#). This could be any adult, parent or caregiver.
- Run an activity with a group of young people under supervision of a member of the Section Team.
- Attend a session or event, walk young people down the road as part of a group, or prepare squash and biscuits to keep young people energised.
- Be a valued extra pair of hands, eyes and ears to help run Scouts.

They cannot -

- Attend overnight events.

Non-Members needs disclosure

Who are Non-member – needs disclosure?

1. People who help deliver Scouts will need a disclosure check and an internal check, as their support involves [regulated activity](#). They'll be registered on scouts.org.uk as '**Non member – needs disclosure**'.
2. Previously called them 'Occasional Helper'
3. **Since they've had the right checks, they can help-out once a week (or on four occasions in a thirty-day period) or more frequently.** However, they won't have access to personal data about young people or adults.

They can:

- Attend a camp
- Support a section occasionally without needing supervision (being the only adult with a group of young people).
- As they don't get membership status with Scouts, they won't get the usual benefits our members receive, such as personal accident insurance
- Their time with us also won't count as volunteering time towards 'length of service' awards.

Team-based volunteering

Example: How a team shares tasks



Hannah
Team Leader



Tom
Team Member



Mita
Team Member



Jamal
Team Member



Arnold
Team Member



Jess
Helper

| | | Hannah Team Leader | Tom Team Member | Mita Team Member | Jamal Team Member | Arnold Team Member | Jess Helper |
|---------------------------------|----------------------|-----------------------|--------------------|---------------------|----------------------|-----------------------|----------------|
| Tasks for the Whole team | Task 1 Whole team | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | Task 2 Whole team | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | Task 3 Whole team | ✓ | ✓ | ✓ | ✓ | ✓ | |
| Allocated tasks | Task 4 Allocated | | | ✓ | | | |
| | Task 5 Allocated | | | | | ✓ | |
| | Task 6 Allocated | | ✓ | ✓ | | | |
| | Task 7 Allocated | | | | ✓ | | |
| | Task 8 Allocated | | | | | ✓ | |
| | Task 9 Allocated | | | | | | ✓ |

Team-based volunteering example

Section Team

Purpose

1. The Section Team plans, delivers, and runs high-quality programmes safely.
2. They make sure all young people can take part in the programme and gain skills for life.
3. They also help young people work towards their Top Awards.

Who's in the team

- Section Team Leaders
- Section Team Members
- [Young Leaders](#)

Example: How a team shares tasks

| | Harish Team Leader | Tom Team Member | Mike Team Member | John Team Member | Amal Team Member | Ben Team Member |
|---------------------------------|-----------------------|--------------------|---------------------|---------------------|---------------------|--------------------|
| Tasks for the Whole team | Task 1 allocated | ✓ | ✓ | ✓ | ✓ | ✓ |
| Task 2 allocated | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Task 3 allocated | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Allocated tasks | Task 4 allocated | | | ✓ | | |
| Task 5 allocated | | ✓ | ✓ | | ✓ | |
| Task 6 allocated | | | | ✓ | | |
| Task 7 allocated | | | | | ✓ | |
| Task 8 allocated | | | | | | ✓ |



Team-based volunteering example

Example: How a team shares tasks

| | Harsh Team Leader | Tom Team Member | Mike Team Member | John Team Member | Arvid Team Member | Ben Team Member |
|---------------------------------|----------------------|--------------------|---------------------|---------------------|----------------------|--------------------|
| Tasks for the Whole team | Task 1 allocated | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Task 2 allocated | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Task 3 allocated | ✓ | ✓ | ✓ | ✓ | ✓ |
| Allocated tasks | Task 4 allocated | | | ✓ | | |
| | Task 5 allocated | | ✓ | ✓ | | ✓ |
| | Task 6 allocated | | | | ✓ | |
| | Task 7 allocated | | | ✓ | | |
| | Task 8 allocated | | | | ✓ | |
| | Task 9 allocated | | | | | ✓ |



Tasks for the whole team

1. Plan and deliver a great programme:

- Work with young people to plan and deliver a great programme, including nights away and adventurous activities, to help them achieve their Top Awards.
- Find ways to continue to improve the programme.
- Make good use of stakeholders in their community, including other Scout volunteers.

2. Make sure there's a great culture for volunteers and members:

- Create a welcoming and accessible environment for volunteers, and create leadership opportunities for Young Leaders
- Check volunteers behave positively and in line with [Our Volunteering Culture](#).
- Mentor volunteers in the team and help them develop, including Young Leaders.

3. Create a safe environment:

- Check the programme can run safely.
- Make sure [adult:child ratios](#) are always maintained and there's a [volunteer-in-charge](#) for each session.
- Create and review risk assessments.
- Check there are first aid kits or supplies for all activities.
- Report and review [safety](#) and [safeguarding incidents](#) in the right way.

Team-based volunteering example



Example: How a team shares tasks

| | Harsh Team Leader | Tom Team Member | Mike Team Member | Paul Team Member | Arvid Team Member | Ben Team Member |
|---------------------------------|----------------------|--------------------|---------------------|---------------------|----------------------|--------------------|
| Tasks for the Whole team | Task 1 Assigned | ✓ | ✓ | ✓ | ✓ | ✓ |
| Task 2 Assigned | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Task 3 Assigned | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Allocated tasks | Task 4 Assigned | | | ✓ | | |
| Task 5 Assigned | | ✓ | ✓ | | ✓ | |
| Task 6 Assigned | | | | ✓ | | |
| Task 7 Assigned | | | | | ✓ | |
| Task 8 Assigned | | | | | | ✓ |

Allocated tasks

1. Make sure admin is done correctly

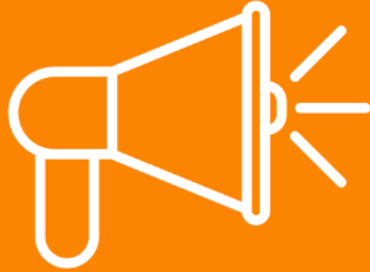
- Get contact and medical details, and demographic data for new members joining the Section.
- Keep all records up to date, including badges, attendance register, contact details and the programme (as needed).

2. Communicate with others

- Regularly chat with young people and parents/carers about the programme.
- Keep social media channels up to date with the Section's activities (in line with the privacy policy).
- Help young people move between Sections.

3. Look after finances

- Give the Group Trustee Board the information they need to set the budget.
- Help with collecting membership fees and other payments, when required.



Introduction to changes

What's changing

- [How volunteers work in teams](#)
- [Our new volunteering structure](#)
- [Team descriptions](#)

Useful resources

- [What leading a team means](#)
- [Sub-teams](#)
- [Accreditations](#)
- [Volunteer roles](#)
- [Our Volunteering Culture](#)



What this means for volunteers

What the changes mean

- [For volunteers in Sections, Groups, Districts and Counties](#)

Impact of the changes on roles and teams

- [Scout Active Support Units](#)
- [Appointment Advisory Committees](#)
- [Training Teams](#)
- [Executive Committees](#)
- [Role titles](#)



Useful resources for managers

How to implement the changes

- [Making changes to your teams](#)
- [Constructive conversations](#)
- [Finding the right team](#)

Transformation

Our Volunteering Culture

What it is

Our Volunteering Culture is a shared set of principles that outline how we behave, in line with our values.



A shared understanding for what we do and say as volunteers in Scouts, supporting each other, following our values and being at our best, while acting as role models for young people.

Our Volunteering Culture



- Our Volunteering Culture guides and reminds us of our goal, both as a movement and as a volunteer team:
- To help more young people gain Skills for Life in line with our values of -
 - **Integrity** - We act with integrity; we are honest, trustworthy and loyal.
 - **Respect** - We have self-respect and respect for others.
 - **Care** - We support others and take care of the world in which we live.
 - **Belief** - We explore our faiths, beliefs and attitudes.
 - **Co-operation** - We make a positive difference; we co-operate with others and make friends.
- Watch 'the being at our best video' [here](#)



**A positive culture
starts and ends
with each one of us.**