

One Page Change for GROUP LEAD VOLUNTEERS

A Warmer Welcome



“Local” involvement by line manager or nominated individual as part of the ‘Welcome Conversation’ with new volunteers replacing the often-dreaded Appointments Panel interview.

New volunteers will be able to track their progress digitally through new tools via scouts.org.uk.

Teams will be able to create digital adverts and opportunities easily to reach new people with a new digital recruitment tool.

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 transparent to the new volunteer.

Scouts needs to recruit more volunteers so that we can offer more opportunities for young people to gain Skills for Life.

Simplifying Roles and Structures



Most volunteers will be members of teams rather than having specific roles, so it is easier to share the tasks whilst offering flexibility. This will include the formalisation of the Group Leadership Team which allows for segregation and delegation reducing the extent of jobs that sit with just one, possibly two people

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

Why?

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

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

More Engaging Learning



We are reducing and removing the heavy administration work of manually recording and validating learning. This means that line managers will be able to see timely and accurate learning completion information for all volunteers.

Content will be split into Core Learning, which is mandatory, and Branching Out (Wood Badge), which is optional. The nature of the optional elements allows individuals to tailor the learning to their needs and opportunities.

Why?

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 The current training matrix is 20 years old and out of date.

The new Core Learning elements will give all volunteers the initial tools to run and deliver safe, stretching, and fun programmes for our Sections.

New Digital Tools and Support



New Welcome, Membership and Learning systems will be easily accessed via a single log-in on scouts.org.uk.

New systems will be accessible on all devices, and they have been extensively tested with our own volunteers.

Line managers will have access to see the progress for new joiners and learning so that they can support as necessary in building their teams.

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.