Scouts

More Engaging Learning

Who we are

- **Gordon Weston,** Learning Project Lead

Scouts

What we're covering

- The new learning
- The Wood Badge
- Your learning records
- Next steps

Why we’re transforming volunteering

Why we’re transforming volunteering

- Our Skills for Life strategy
- To provide more young people, and the ones we already have, with skills for life, we need more volunteers
- Every volunteer deserves to feel valued during their time with Scouts
- The world is changing, and volunteers want more flexibility in the time they give

Ultimately…..

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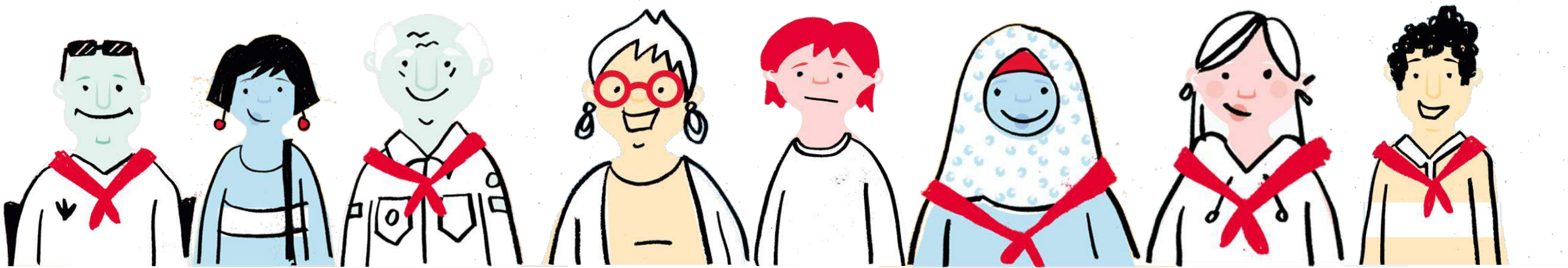
We want to make volunteering with Scouts easier and more fun...

...so that we can attract more volunteers and our current volunteers want to stay



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

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What is changing?

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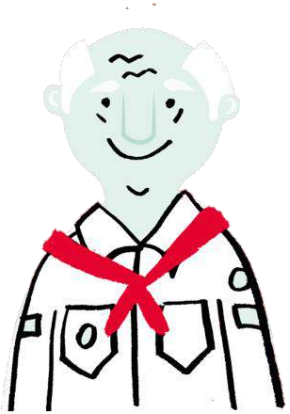
Listening to our volunteers, young people and the public we've identified three key areas for change:



Providing a warmer 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

Supporting Digital Tools

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Scouts.org.uk Website

Easy to use and mobile-friendly

Fewer steps and less administration

Digital first, but not digital only

Single Sign On

Specialist functionality

Continuous improvement over time

Welcome Tool

- Improved attraction
- More transparency for new volunteers
- Automated and mobile-friendly references (Eng. & Wales)

Membership Tool

- Reduced administration
- Increased self-service
- Easier and improved management of teams, permits, awards and more

Learning Tool

- More accessible learning
- More engaging and enjoyable learning
- Easier reporting and management of learning

Current training

- Externally our training is well regarded for its breadth and content
- Volunteers value the Wood Badge when they achieve it
- Internally difficult to navigate the training scheme
- Modules are not always specific to a role and are often duplicated when changing roles
- Volunteers are put off by having to repeat training or validation when moving role
- Reliance on having many dedicated volunteers to:
  - Update PLPs & Compass
  - Deliver & validate training
  - Manage training compliance

What will 2025 and beyond look like?

- Volunteer focused – learning relevant for you!
- Easy to understand learning journey for all
- Additional optional learning designed to build and enhance a volunteer's skills
- A Wood Badge is about helping volunteers learn and develop as a person and leader
- One platform to access and record all learning
- Learning specific to a volunteer's role, without the need for duplication
- Reduced administration and improved learning management through automated processes

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More Engaging Learning

Moving from training to learning

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Module Matrix

This is a summary of the Scouts' Adult Training Scheme and ongoing learning. For further information on the training requirements for specific roles, please refer to the Scouts' Adult Training Scheme pages on scouts.org.uk/volunteers/learning-development-and-awards/

All Appointments | Section Leaders and Section Supporters | Trustee Introduction | Supplementary | Managers, Section Supporters, Other Supporters | Mandatory Ongoing Learning

Getting Started To be completed within 5 months of appointment

Module	Aim	Methods
Personal Learning Plan (02)	To create a plan for an individual's learning based on the requirements of the job and taking into account the individual's needs.	One to one Workbook
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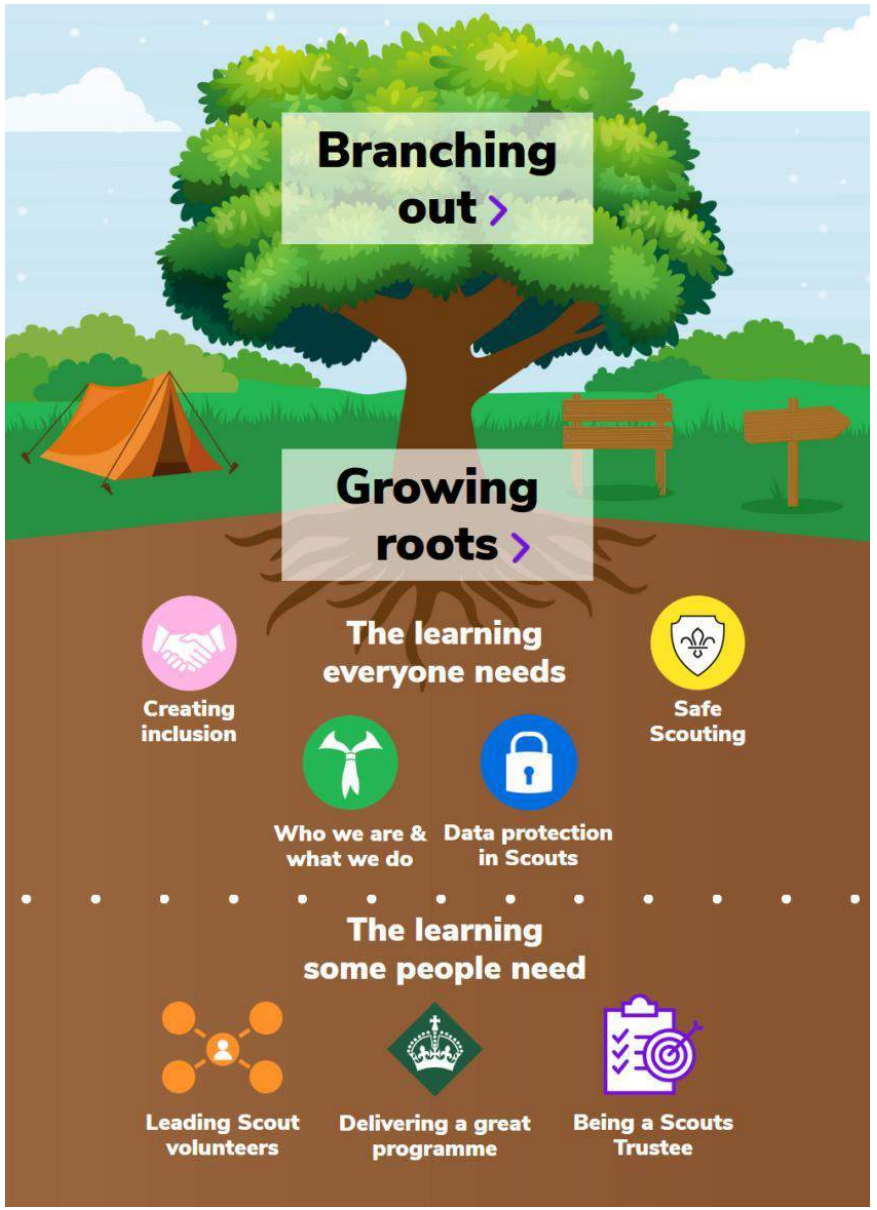

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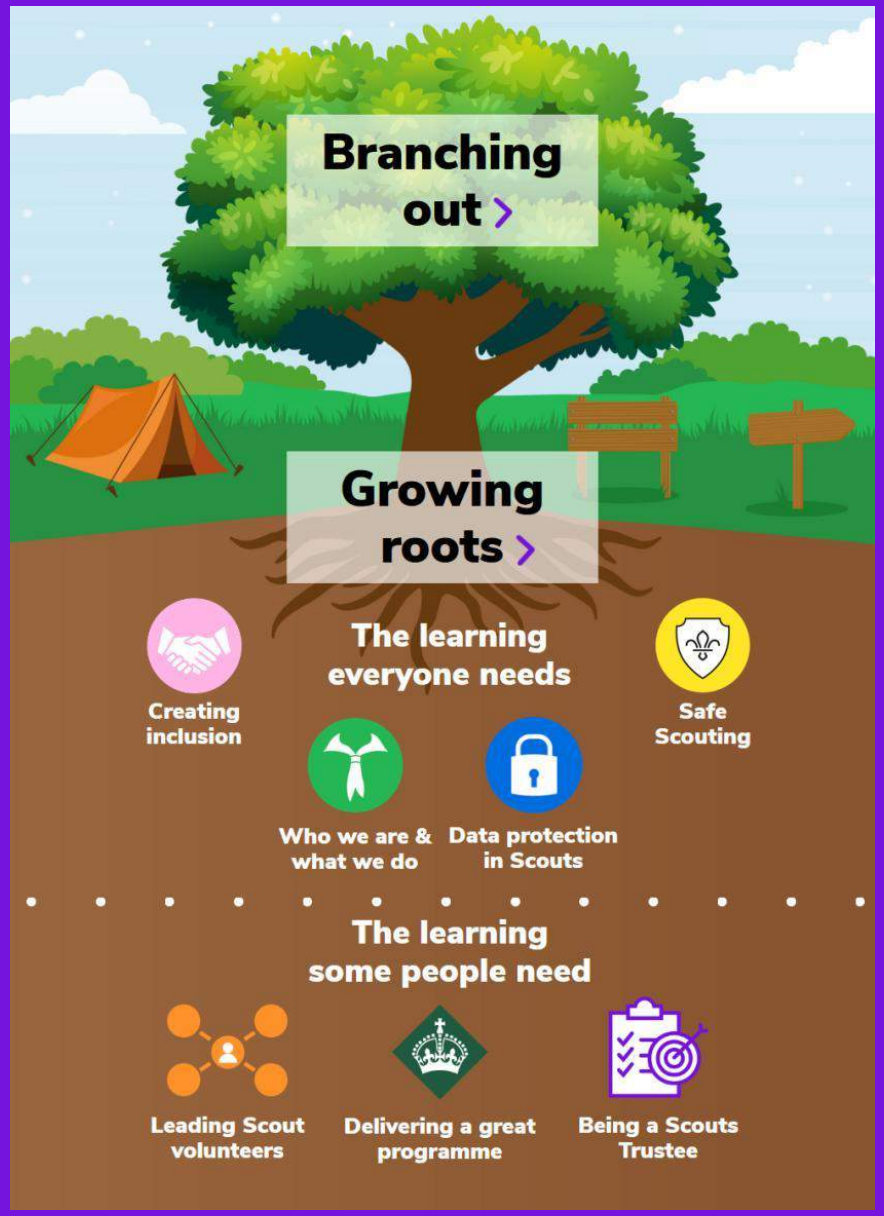
Branching out
Growing roots
The learning everyone needs
Creating inclusion
Safe Scouting
Who we are & what we do
Data protection in Scouts
The learning some people need
Leading Scout volunteers
Delivering a great programme
Being a Scouts Trustee

Scouts

Growing roots >

The learning everyone needs

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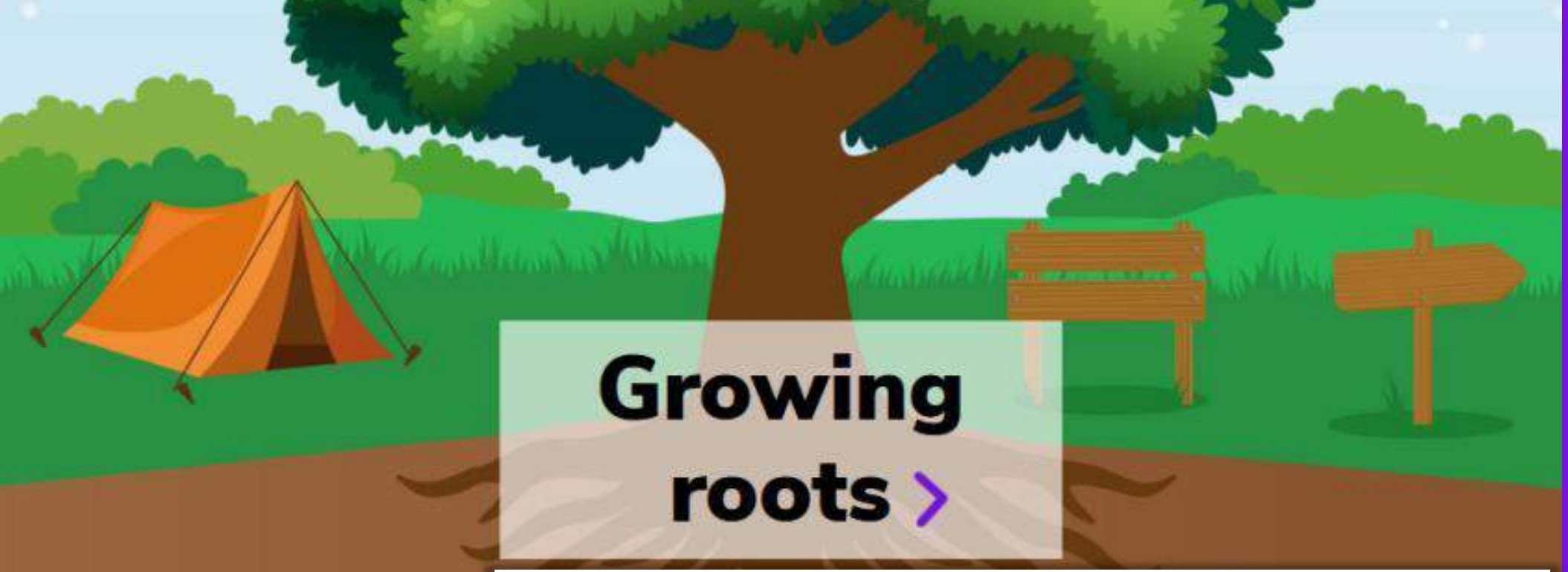
Creating Inclusion

- Challenging assumptions
- Practical ways to be more inclusive
- Making reasonable adjustments
- Challenging discrimination



Creating inclusion

Who We Are & What We Do

- Our purpose, promise, and values
- How we have an impact on young people and communities
- How our different teams work together
- The support available to you

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Data Protection In Scouts

- What personal data is
- How to gather data
- How to use, share, store, delete and archive data
- Dealing with data breaches and subject access requests

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Safe Scouting

- Why this is important
- Assessing and managing risks and incidents
- Protecting young people and adults
- Recognising and reporting safeguarding concerns

The learning some people need

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Leading Scout volunteers

Delivering a great programme

Being a Scouts Trustee

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The Learning Tree

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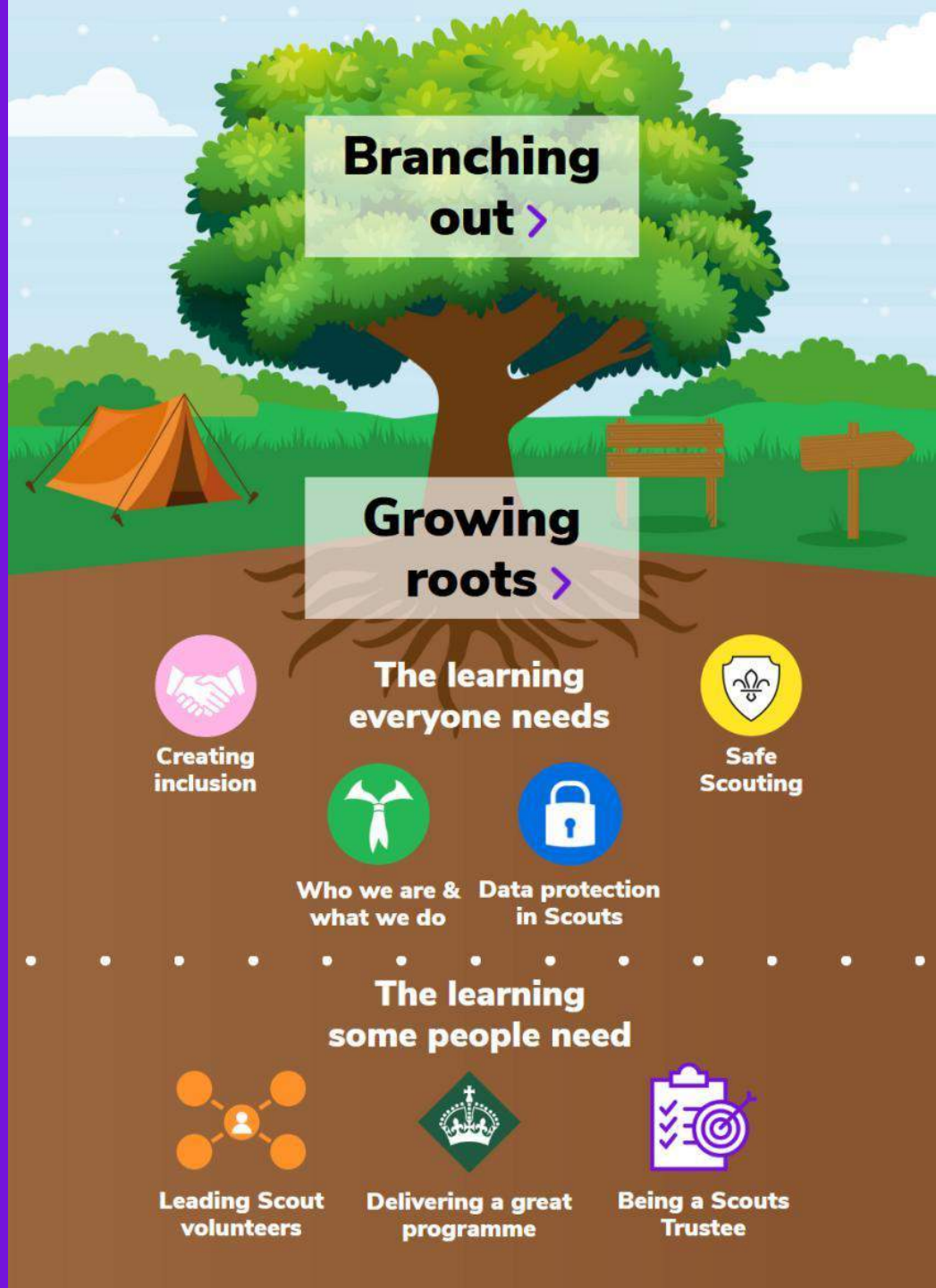

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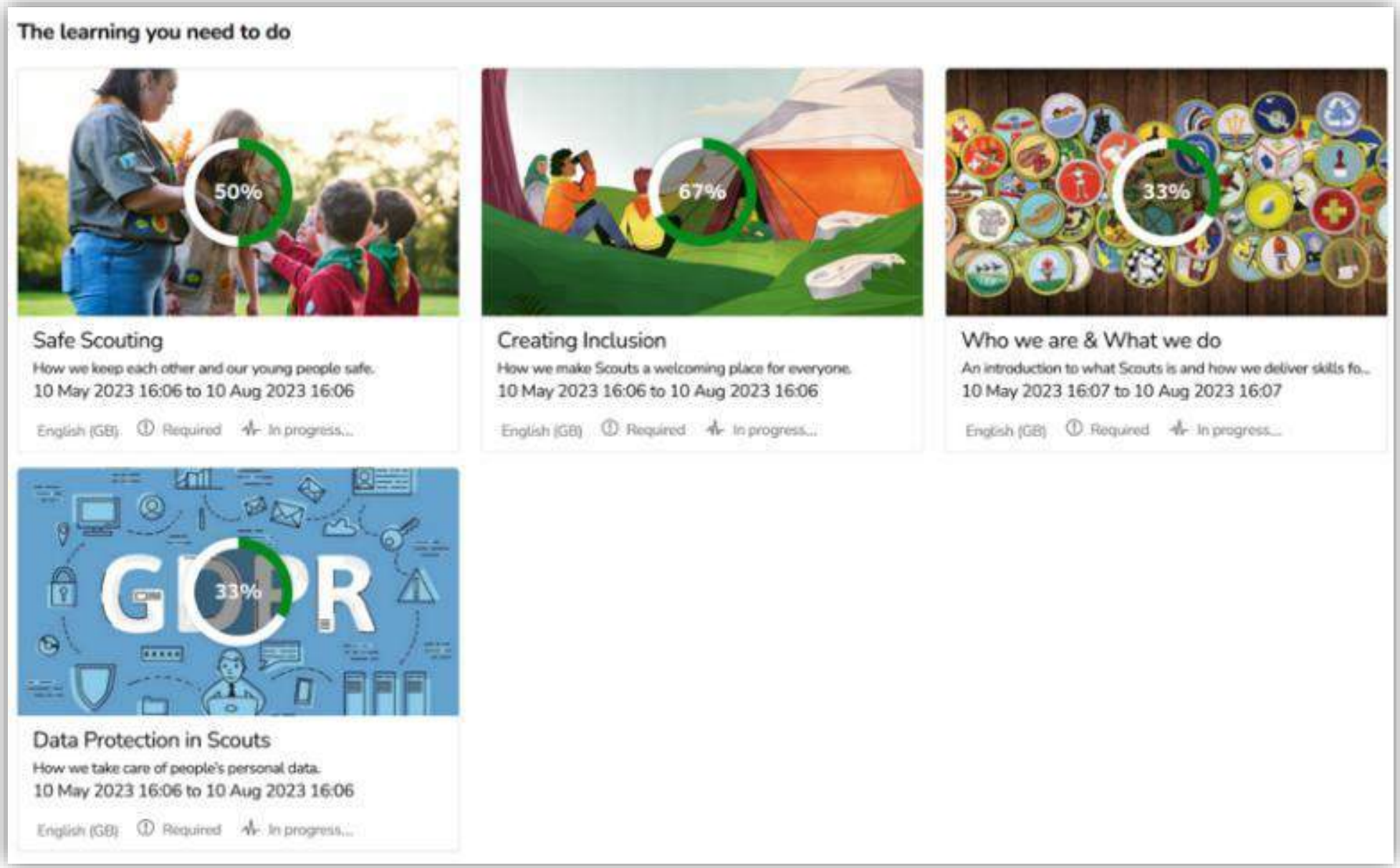


Simple to use.

Accessibility built in.

Example Learning Content

What is a data breach?

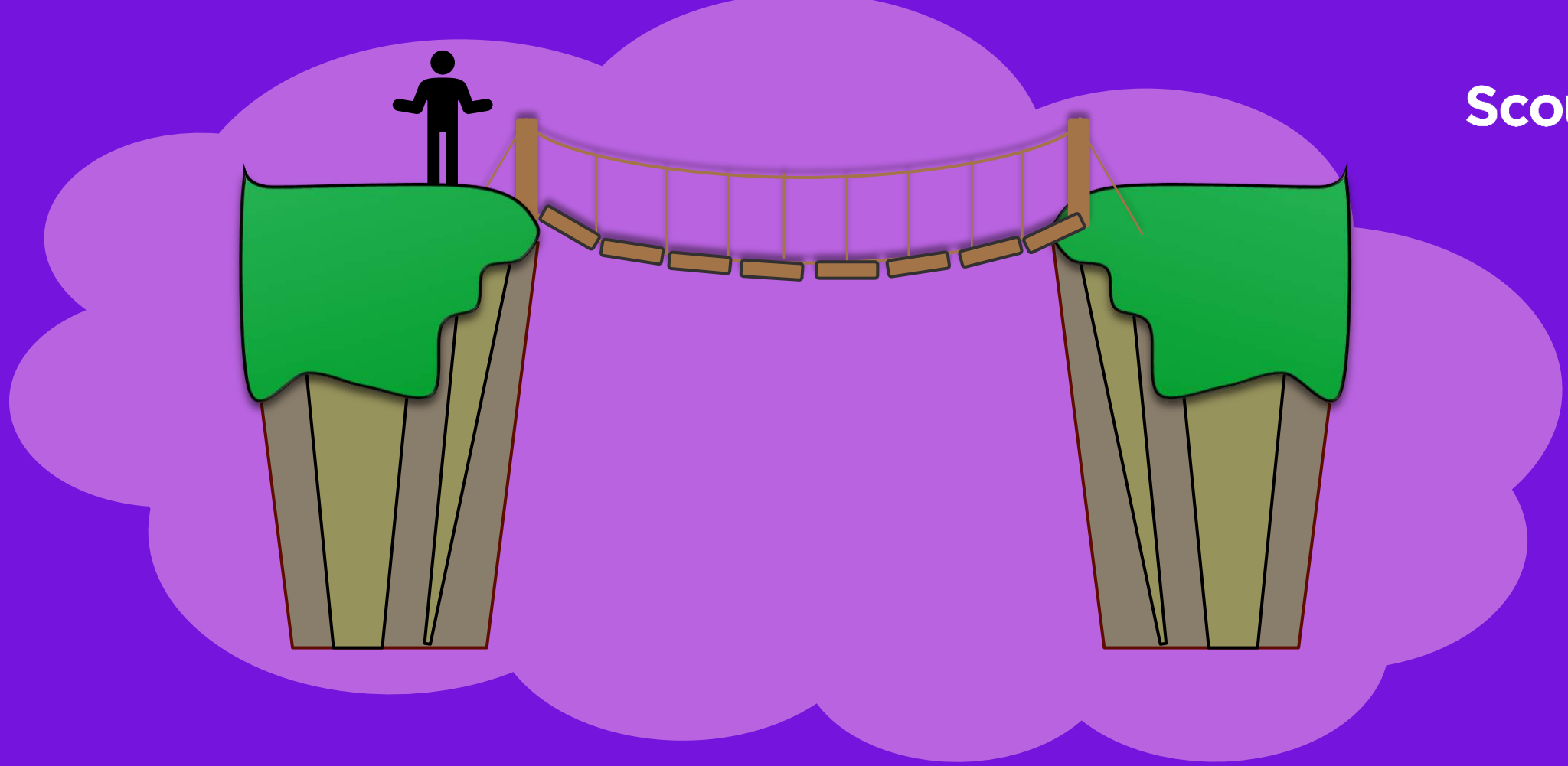
On the next page we're going to take a look at some examples of situations that might be data breaches, or might not. You can choose from one of three options:

- A data breach has happened
- A data breach might have happened
- A data breach hasn't happened

After these questions, we'll cover some ways you can reduce the risk of a data breach happening, and how to minimise the harm caused by them.

Select to Start

Previous page



But how are we going to get from here to there?

Learning Data Migration

‘Getting Started’ modules validated

=

Relevant ‘Growing Roots’ complete

Some ‘Getting Started’ modules validated

+

Complete some of the new ‘Growing Roots’

=

Relevant ‘Growing Roots’ complete

All completed Wood Badges and validated training modules will also be migrated

Branching Out

Scouts

2023

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2024

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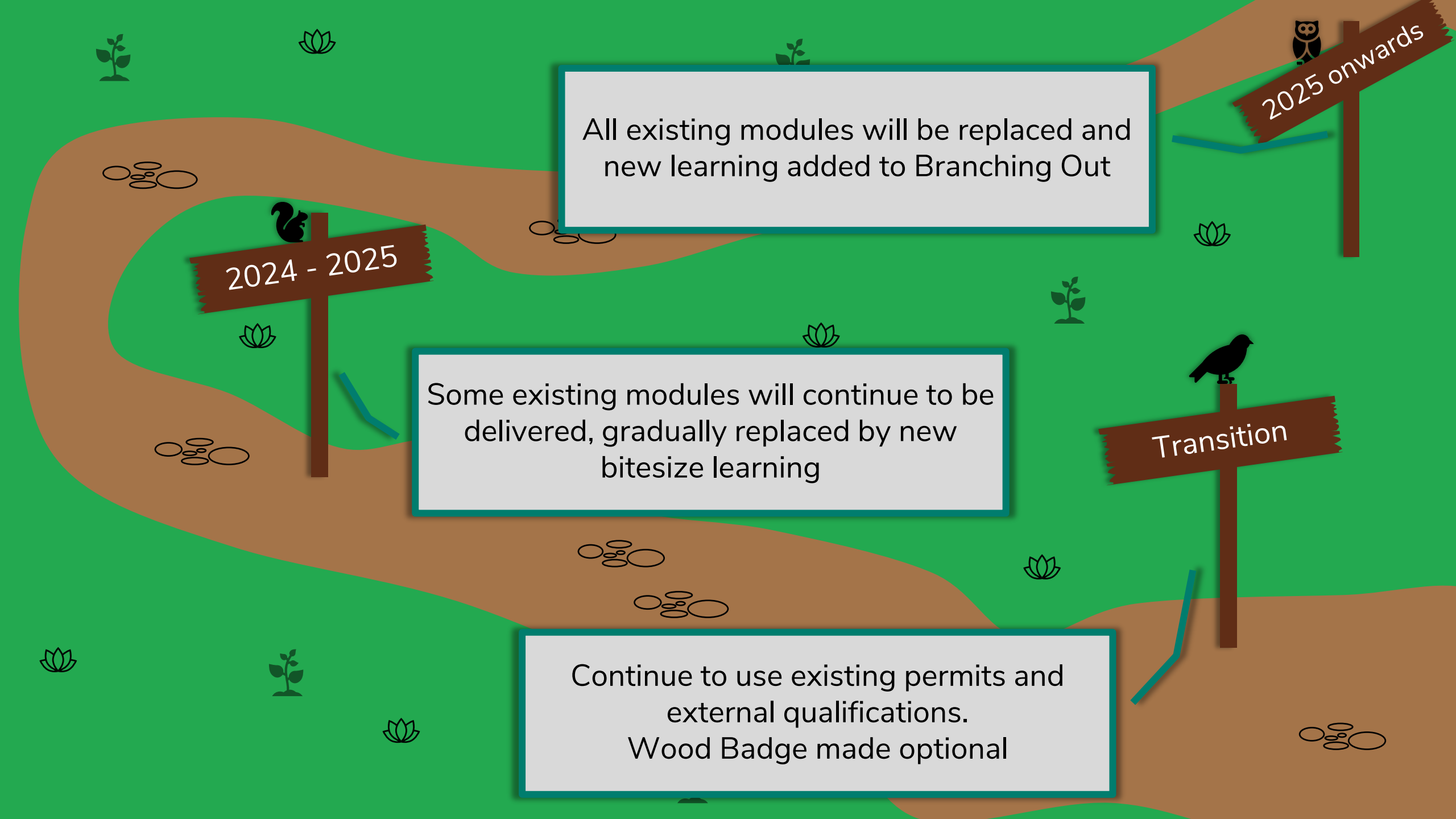
2025


2024 - 2025
2025 onwards
Transition
All existing modules will be replaced and new learning added to Branching Out
Some existing modules will continue to be delivered, gradually replaced by new bitesize learning
Continue to use existing permits and external qualifications.
Wood Badge made optional

Accessible

Digital first (not digital only)

Face-to-face learning where appropriate

We will make learning available non-digitally for those who need it

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Recommended Learning

- All members who have 'Growing Roots' signed off as part of the transition are recommended to complete the below new learning, though this is not compulsory
  - Creating Inclusion
  - Any role/team specific learning(once available)

Consider...

For everyone:

- Engage with Districts
- District Volunteer development Teams
- TAs
- Potential opportunities for those with appropriate skills
- There will be face to face training in the future
- First Aid Training
- Consider what training will be required

First Aid - Principles

As part of the move to the team-based approach, a review of who requires First Aid was undertaken and the following principles agreed:

- Every young person should have direct access to first aid treatment when on Scout activities
- Parents and carers should be confident that every adult leader, who is regularly and directly involved with their child's Scouting, has completed, or is working towards completing, first aid training
- No young person should ever miss out on a Scouts activity due to a lack of qualified adult first aid cover
- Having a body of first aid trained volunteers has a positive impact on our communities

First Aid

- First Aid is required for roles which:
  - Work directly with young people on a regular basis; or
  - Might reasonably be required to step in and work directly with young people
- This includes the following roles:
  - All Section Team Leaders & Members (Squirrels, Beavers, Cubs, Scouts, Explorers)
  - Group Lead Volunteers
  - 14-24 Team Leaders
- This also means several leadership roles will no longer be required to have first aid

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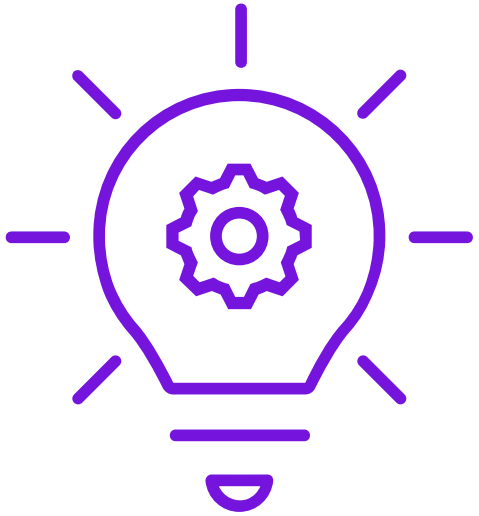

Questions

Scouts

Join our Volunteer Experience Group

Test our new membership system
Feed back on our new learning experience
Get a sneak peek of new welcome resources

Help us improve volunteering

Register to join

bit.ly/volunteer-experience-group