



## From: the County Commissioner

Dear All,

Welcome to this newsletter which focuses almost in its entirety on transformation – at present the hottest topic in scouting.

First and foremost, I would like to thank Colin Winter, who is leading the county on all matters relating to transformation. Colin is working tirelessly on our behalf to ensure that Suffolk is up to speed with the transformation agenda. He is supported by a small team of District Transformation Leads.....but not enough of them. If your District is without such a person, do please volunteer for this important role; fear not – all transformation leads, including Colin will be in situ for a relatively short period of time!

I am looking to fill two important roles – County Youth Commissioner and Deputy County Commissioner (Programme). Please drop me a line if you are interested.

The county census is nearly complete. Many thanks to all those of you who have been involved in the process. The data from the census will be properly published in due course but I can tell you that the early signs are encouraging; numbers are up and scouting in Suffolk continues to thrive.

I wish you every success during 2024.

Yours in scouting,



Howard Blackett County Commissioner

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### Suffolk Scouts

#### Website

[www.suffolkscouts.org.uk](http://www.suffolkscouts.org.uk)

If you have news or events you would like to share with the County please send news items to [colin.winter@suffolkscouts.org.uk](mailto:colin.winter@suffolkscouts.org.uk)

Produced by Colin Winter on behalf of the Suffolk Leadership Team



## Transformation

### What is it?

Transformation is a programme of change to improve the experience of volunteers in Scouts. The programme will make it easier to welcome new volunteers into Scouting, streamline the process of recruitment to volunteer roles and enable volunteers to work more closely in teams related to their role.

There will be new digital tools to improve and replace the current training requirements which will make it easier for volunteers to access learning that is relevant to their role and to complete the learning in a timely manner.

### When will this happen?

Some of the changes have already happened. Executive Committees became Trustee Boards in April this year. This change reflects better, the role of Trustees and enables our volunteers to understand the specific responsibilities around the governance role. You can read more about this [here](#). The current plan is for a wholesale move into a new digital system in Summer 2024

### What do I need to do?

Look out for briefings about Transformation in your District. Look out for the changes and updates on the change process. You can read more about this [here](#).

Log on to your Compass profile to ensure that all of your contact information is up to date. Check that all of your training and permits are correctly recorded on Compass. Ensure that the email address recorded on Compass is correct, and that it is a unique email address that is personal to you.



## Transforming the Volunteer Experience

Volunteering with Scouts needs to be easier and more fun for our Adult Volunteers

The new culture will be more.....

Inclusive

Supportive

Digitally Enabled

Have Clear Roles

Learning—not training

Welcoming

The principle areas for change are to provide a warmer welcome for everyone, deliver a more engaging learning experience, and to simplify how we volunteer together.



A digital first approach will support many of these changes. This will reduce the administrative burden in Scouting and be more streamlined than the current system.

Volunteers will feel more welcomed from day one and be supported by a buddy throughout the joining process. The Ap-

pointment Panel will be replaced by a welcome conversation.

The process for recruiting volunteers will be more transparent, digitally based with supporting information for the volunteer throughout the process.

The changes will make it easier to recruit new volunteers, particularly from outside the movement. New volunteers will have relevant information to support their new role and feel more empowered to complete the process required to support our young people in Scouting.



## Training to Learning

The current system of training will be replaced by a new system of learning.

Learning for volunteers will be more personalised so that the relevant learning is relevant to the role. The support of the learning system will be built into the structures within Scouting and much of the primary learning will be digitally based.

Existing skills and training will be recognised within the new system. New learning will be more easily accessible and located in a single place reducing administration and compliance management.

The current system where a Wood Badge is required for most roles will be changed and the Wood Badge will be optional.

Core learning is currently being tested and will soon be available.

Accessibility for the new learning system is being supported by creating content that will be more accessible such as support for screen readers and alternative text for images.



There will be a process to support volunteers who are unable to access technology.

## Growing Roots

Growing Roots will be the new core mandatory learning for volunteers. This will comprise of two parts;

### 1. The learning a volunteer needs to get started.

**Data Protection in Scouts**

Replacing:

- GDPR
- Some of Module 11 (Administration)

**What we do & How we do it**

Replacing:

- Module 1 (Essentials of Scouting)
- Some of Module 3 and 4 (Tools for the Role)
- Module 5 (The Fundamentals)
- Module 9 (Working with Adults)

**Creating Inclusion**

Replacing:

- Module 7 (Scouting for all)
- Potentially some of Module 36 (Additional Needs)

**Safe Scouting**

Replacing:

- Safety
- Safeguarding
- Some of Module 17 (Running Safe Activities)

### 2. The learning a volunteer needs for their role

**“Delivering a great programme”**  
Section Teams

**“Leading Scout Volunteers”**  
Team Leaders, Lead Volunteers

**“Being a Trustee in Scouts”**  
Trustees

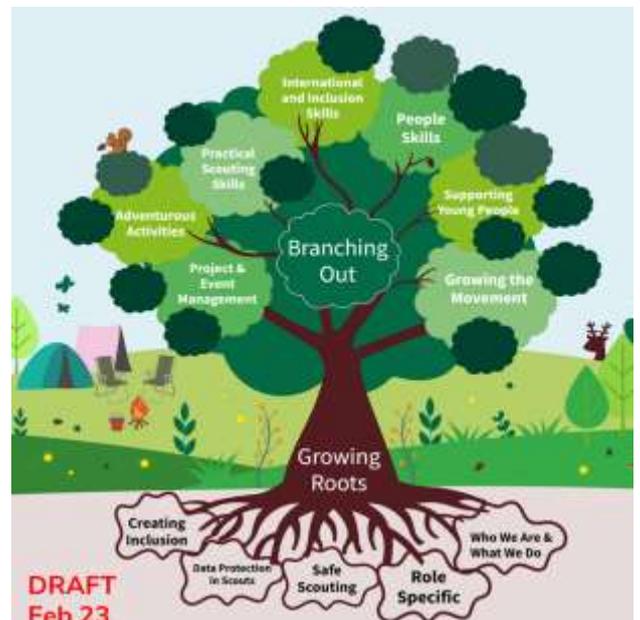
Detailed information on the new learning programmes will be shared as soon as available.

## First Response Training

There will be a new learning model for this training. There will be changes to the requirements for volunteers to complete this training with adults in volunteer roles who do not come into regular contact with young people not requiring this learning and Section Assistants who currently do not require this learning being included in future.

## Branching Out

This will allow volunteers to shape their learning based on their own requirements and interests and the needs of the team that they volunteer with.



## Becoming part of a new team

A key aspect of the transformation programme is the move from the current role-based system to a new teams-based approach.

Around 85% of roles will automatically transition to a new team. Within scout groups the change should be quite smooth. For example; a Group Scout Leader will become a Group Lead Volunteer and the Scout Leader will become a Section Team Leader.

This new approach will make it easier for a volunteer to use their time more effectively as they will work more collaboratively as part of the team rather than taking total responsibility for a single role. This allows volunteers to change their involvement in supporting Scouting as their available time changes. This will encourage more volunteers to join Scouting and be part of the flexible team approach.



A significant number of the roles within district and county teams will not automatically transition to new roles and Team Leaders need to start having conversations about new roles and teams that will be created. It is important to have these conversations now so that before the new digital system goes live the new roles can be mapped in order for these to transfer across at transition. You can read more about the process [here](#).

### Appointments Advisory Committees

Members of these committees have supported scouting successfully for many years by using their expertise to ease new volunteers into roles in Scouting. Although the new recruitment process will involve a more personal approach with typically, their Team Leader or Lead Volunteer, there are a range of roles that might be worth consideration. You can read more about this [here](#).

## Accreditations

Accreditations are a way of sharing tasks and responsibilities. Team leaders and Lead Volunteers can share some of their responsibilities accrediting other full members to take on those specific tasks. These accreditations can be shared from Programme Teams, Volunteering Development Teams and Leadership Teams. The accredited roles vary from First Response Trainers and Learning Assessors to Nights Away Approver or Permit Approver. Team Leaders and Lead Volunteers will have discussions with potential candidates prior to the start of the digital system when the new accreditation system will go live. Read more [here](#).

### Is there somewhere for me in the new system?

The new team system is inclusive and designed to support scouting into the future. Remember the majority of volunteers will easily and automatically transition into a new team. If you are not sure where you might sit you can explore the new structures [here](#).



### What do I need to do now?

Read more about the Transformation changes either by accessing the links in this newsletter or on [scouts.org.uk](https://scouts.org.uk)

Check your own Compass records to ensure all of your information is up to date and all your training is recorded correctly. Ensure that you have an email address that is unique to you as this will form part of your login on the new digital system.

If you are in a role that is likely to transition easily you don't need to do anything at this stage but if your role is perhaps a district or county role without a clear transition you will need to have a discussion with your Lead Volunteer or District Transformation Lead to consider how your role title might change.

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