

MORE ENGAGING LEARNING



WHY ?

In the research undertaken across a wide range of volunteers over a period, we have learnt that.

- Existing volunteers do not find the current training scheme lives up to what our volunteers need.
- Our training scheme can feel overwhelming for new volunteers.
- Some learning is hard to access and requires finding more time available to attend.
- We do not have enough training advisers to support learners this also delays validation which can be frustrating for the learner.
- The average length of time someone volunteers is 2 years, but many volunteer role must complete the wood badge which can take up to 3 years to complete.

WHAT ?

The Transformation work is looking to change how we engage and deliver training in Scouts. Our journey of change looks like this.

From	To
'Training' and Training teams	Personalised learning when you need it, tailored to your role Support and management of learning built into our structures and digital systems
Time-consuming administration, managing multiple learners, compliance and validation	Existing skills recognised and sign off built in, no separate validation required New digital learning systems to support learners and reduce administration including easy to manage and report compliance
An off-putting digital learning experience	Digital first (but not digital only) approach, revitalised learning modules including bite sized learning, all in one place
Wood badge for almost every volunteer role	Wood badge is optional and available to all

HOW ?

The transition from Training to Learning will put greater control in the hands of the volunteer. More content will be available in a digital format across all channels to make accessibility simple and at a time to suit the individual. In response to widespread comment, splitting the learning into more “bite sized chunks” that can be put down and picked up to suit the available time of the individual will be possible.

Scouts are developing and testing different approaches to find the best ways to deliver learning to those who do not have access to digital tools. It is hoped that a clearer plan to support Digital First but not Digital Only, will be known early next year as various options are explored.

The learning design team are working hard to make the new system as accessible as possible to people of all levels of digital familiarity. No special knowledge is required, and the Digital team are already setting up a tool to help volunteers increase their digital confidence. Digital delivery will use available technical support for those with required needs. This will include screen readers, transcripts, subtitles all of which will be evaluated ahead of delivery by those who will likely use and benefit. All learning content will work equally well on desktop computers, laptops, tablets, and smartphones.

Whilst there will be an increase in the digital delivery of learning, it will not mean that face to face sessions are no longer available. Some content is best delivered through this format especially where “hands on” learning is a key part of the experience.

We will see less requirement for validation as more will be built into the delivered content along the lines currently in place for Module 1, GDPR, Safety, Safeguarding and Trustee Introduction.

It has also been identified that the Wood Badge needs a degree of review so that it remains both accessible and relevant. The suggestion however that it is essential for all adults to be effective leaders is not considered to be the case. So, with Transformation will come the change that means a Wood Badge is no longer a requirement, becomes optional and available to all. In addition, members will obtain just one Wood Badge and there will be no need to undertake a second or subsequent one if you change appointment.

A new learning tool will form part of the new digital system supporting this change. Features include:

- Learning accessible all in one place
- Improved accessibility features and support for all.
- Completed learning is automatically updated on the individual’s learning area in the Membership System eliminating the need for another person to be involved.
- Easy reporting and management of learning, including compliance.
- Recognition of learning previously completed in Scouting.
- Simplified validation with many pieces of learning requiring no validation at all.

WHAT CHANGES ?

Learning will comprise of two levels

- Growing Roots – required for all appointments.
- A new Wood Badge (Branching Out) will be available to all appointments and launched towards the end of 2024. (Until such a time as the new award is launched, and or a transition period to follow, members can complete the current Wood Badge).

Growing Roots will replace “Getting Started” and be broadened to provide everything that a volunteer needs to start delivering a safe, challenging, structured and exciting programme. The learning will need to be completed within six months of a new volunteer starting their appointment.

It is envisaged that the time taken to complete this learning will be significantly less than the current Wood Badge. The learning will be split into two areas, as set out below.



There will be four elements applicable for all appointments. These will be crafted out of new materials to ensure that the learning is clear and up to date. The component elements of these four elements looks like this.

The learning a volunteer needs to get started

Data Protection in Scouts	What we do & How we do it	Creating Inclusion	Safe Scouting
<ul style="list-style-type: none"> Gathering data Storing & sharing data Data breaches & deleting data 	<ul style="list-style-type: none"> Purpose and values Working with others Good communication Running our programme (The basics) Self-care 	<ul style="list-style-type: none"> Self-awareness Creating inclusive spaces Supporting specific needs Challenging bias and discrimination 	<ul style="list-style-type: none"> E-Safety Assessing risk Incidents - respond and report Mental health basics Child/Adult protection

The content for these elements is being reviewed and will be updated in time for delivery next year. This means that whilst some elements will have familiar titles, like Safety and Safeguarding, the content will not be the same as being offered now.

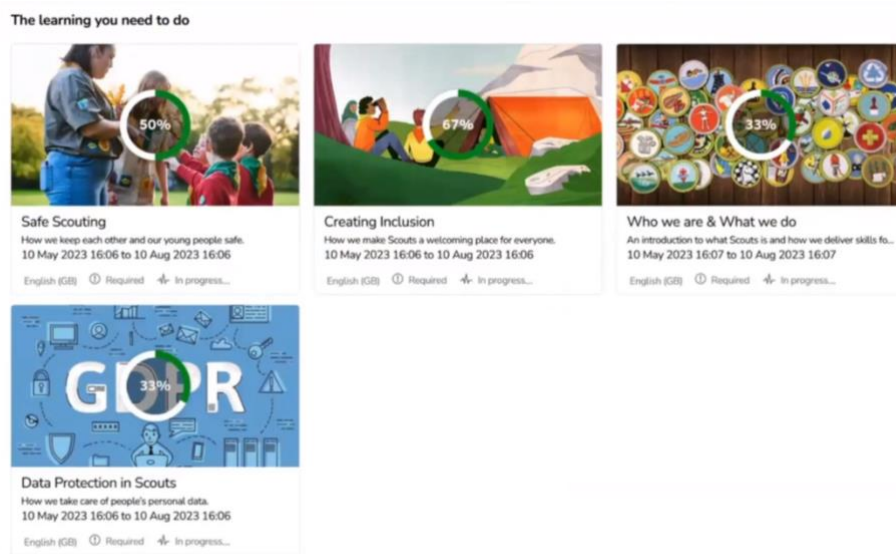
In addition, depending on appointment, the learner will have to complete one or more of the following.

The learning a volunteer needs for their role

“Delivery” Section Teams	“Manager” Team Leaders, Lead Volunteers	“Trustee” Trustees
Potential Content*: <ul style="list-style-type: none"> How to work with parents/guardians How to actively involve young people Running our programme (In practice) 	Potential Content*: <ul style="list-style-type: none"> Teamwork, inclusion and conflict from a management perspective Suspensions, sanctions and difficult conversations Delegation and external relationships 	Potential Content*: <ul style="list-style-type: none"> Charity regulator processes Insurance, legal responsibilities (Inc. GDPR), equality impact assessments Finance and asset management

All Growing Roots learning will primarily be delivered as digital content, available across all devices and with the provision to pause and re-start, see screen shot of Growing Roots

learning below which shows incomplete sessions paused. Each will have a short post learning self-test to check your understanding and no further validation will be required.



Anyone who has not completed their Getting Started before Transformation will need to undertake any missing or unvalidated elements from the new Growing Roots portfolio.

Branching Out, the new Wood Badge Scheme is currently being developed and we should be seeing some idea of the content during the second half of 2024. At this time, we will also see details of the transition arrangements so that members who have not completed all their award can see how their completed elements fit into the new Scheme.

In due course, we will learn more about what is included but, for the time being, however, we continue and progress with the current learning and validation.

At migration of learning from Compass to the new membership system, only validated learning will be carried across. If it is not validated, it will not be recognised. Compass will not be available after Transformation to interrogate and extract historic data so, just as with Getting Started.



WHAT IS NOT CHANGING ?

Scouts will still require a regular refresh of key learning. Currently, this covers Safety, Safeguarding and, where appropriate, First Aid.

After Transformation, safety and safeguarding learning will be incorporated as part of Safe Scouting, within the Growing Roots Learning portfolio. The refresh, going forward will be to complete the Safe Scouting module every three years* with the trigger being the earliest date that an individual's safety or safeguarding expires. This aligns the material being delivered and repeated periodically after that date.

The new membership system will flag to individuals on sign on, about any due or outstanding mandatory learning.

*current requirements

First Aid remains a key and required element of training. It will require completion and re- certification at a three-year cycle. Current requirements remain (December 2023) however, Scouts are looking at these requirements in conjunction with the change of volunteering arrangements (roles and team structures) and, consequently, changes to the requirements will be introduced at Transformation in conjunction with the move to a Teams based structure.

The current plan is as follows, from Transformation

- All volunteer members who have an appointment which delivers programme and activities will be required to hold a current first aid certificate. At Group level, this will be all members of the Section Teams; Team Leader(s) and Team Member(s).
- Any other volunteer who is working with young people directly on a regular basis or might reasonably be required to, will also need to hold a current first aid

certificate. For Groups this will be the Group Lead Volunteer and could, depending on responsibilities, include other members of the Group Leadership Team who are not Section Team Leaders. At District / County level this will be the Lead Volunteer and appropriate members of the District and County Teams.

Scouts recognises that for many who hold a current appointment as a Section Assistant, which will become a Team Member, this will be a new requirement. To facilitate a smooth change, volunteers who were previously a Section Assistant will, on Transformation, have a transition period of two years to complete their first aid training.

Whilst this sounds like a long time, we also need to remember that last October (2022), the Activity Rules in POR changed and now every activity, event, meeting must have at least one adult with a current first aid qualification and access to first aid materials. For this reason, Hertfordshire Scout County is inviting all Section Assistants to the programme of first aid training courses.

The other change will be that anyone who transitions as a Section Leader, Assistant Section Leader, Group Scout Leader or DESC who does not have a first aid certificate yet (not expired), will have up to 24 months to obtain one (or the remaining period from the old three-year requirement). New volunteers in all appointments that require first aid will also have 12 months to complete first aid training.

Finally, there will be no change to the current Manager & Supporter Wood Badge Scheme until 2025.

WHEN ?

Most of these changes will apply from the date of Transformation and, where appropriate, a period of transition will be available.

WHAT NEXT ?

Individuals, line managers, training support and training delivery should continue until Transformation to provide opportunities to receive and complete training for all volunteers as currently required. More information about post Transformation support will be available early in 2024.

**We want to get to a place where
our volunteers might say...**

“The training I’ve completed so far has
been so helpful and easy to absorb - I’ve
really enjoyed it”



Ian Tyer
Transformation Lead
December 2023

The information contained in this document is understood to be correct in respect of the plans and progress associated with the National Transformation Programme at the time of publication (November 2023). As with any strategic change programme operating with agile methodology, content and detail are subject to change without notification E&OE.