



**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:**

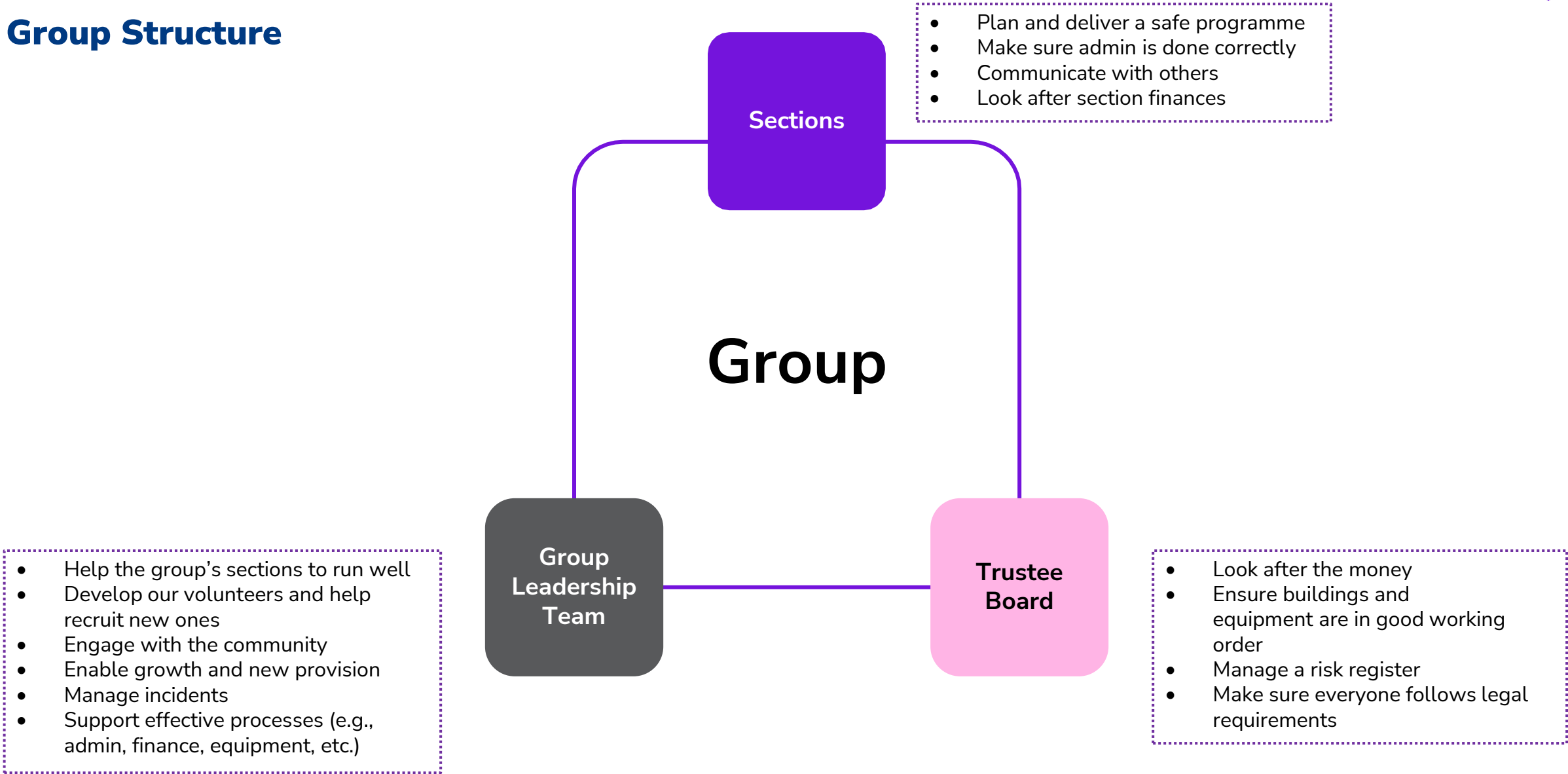
'I support the Beaver Sections across the District/County/Region/Nation.'

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

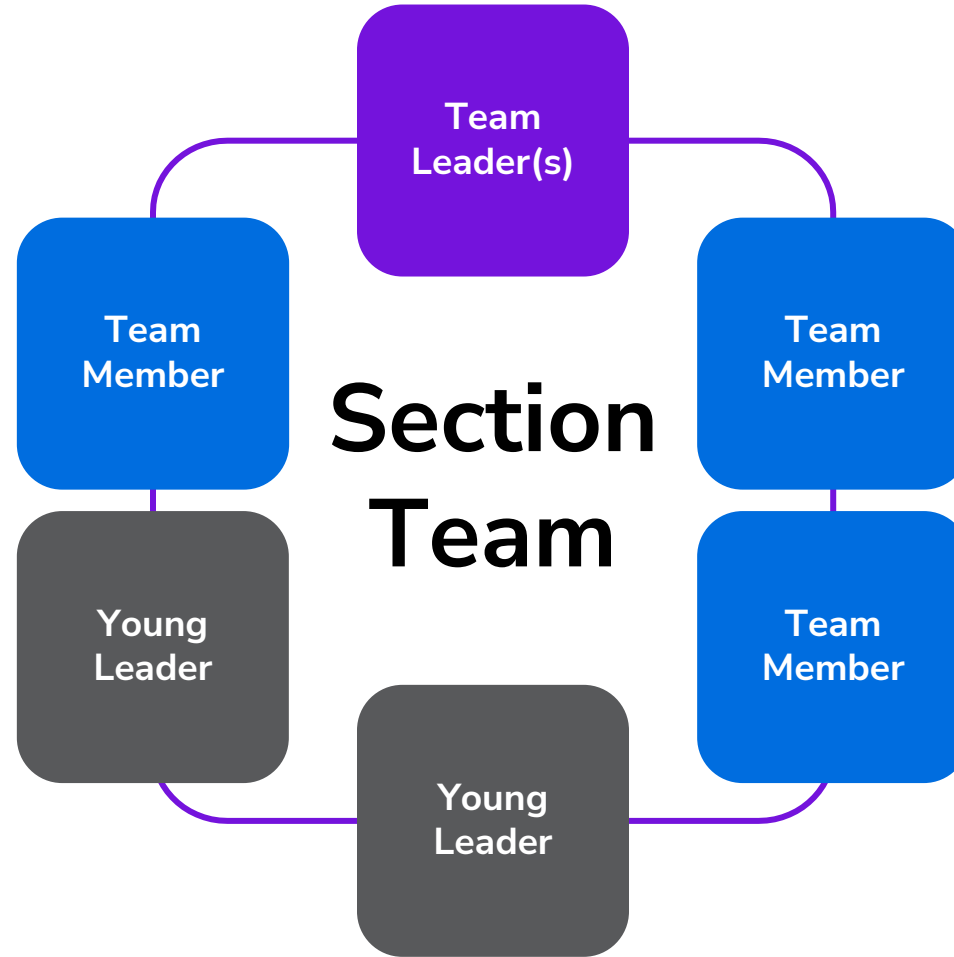
#### **UKHQ and official settings:**

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**

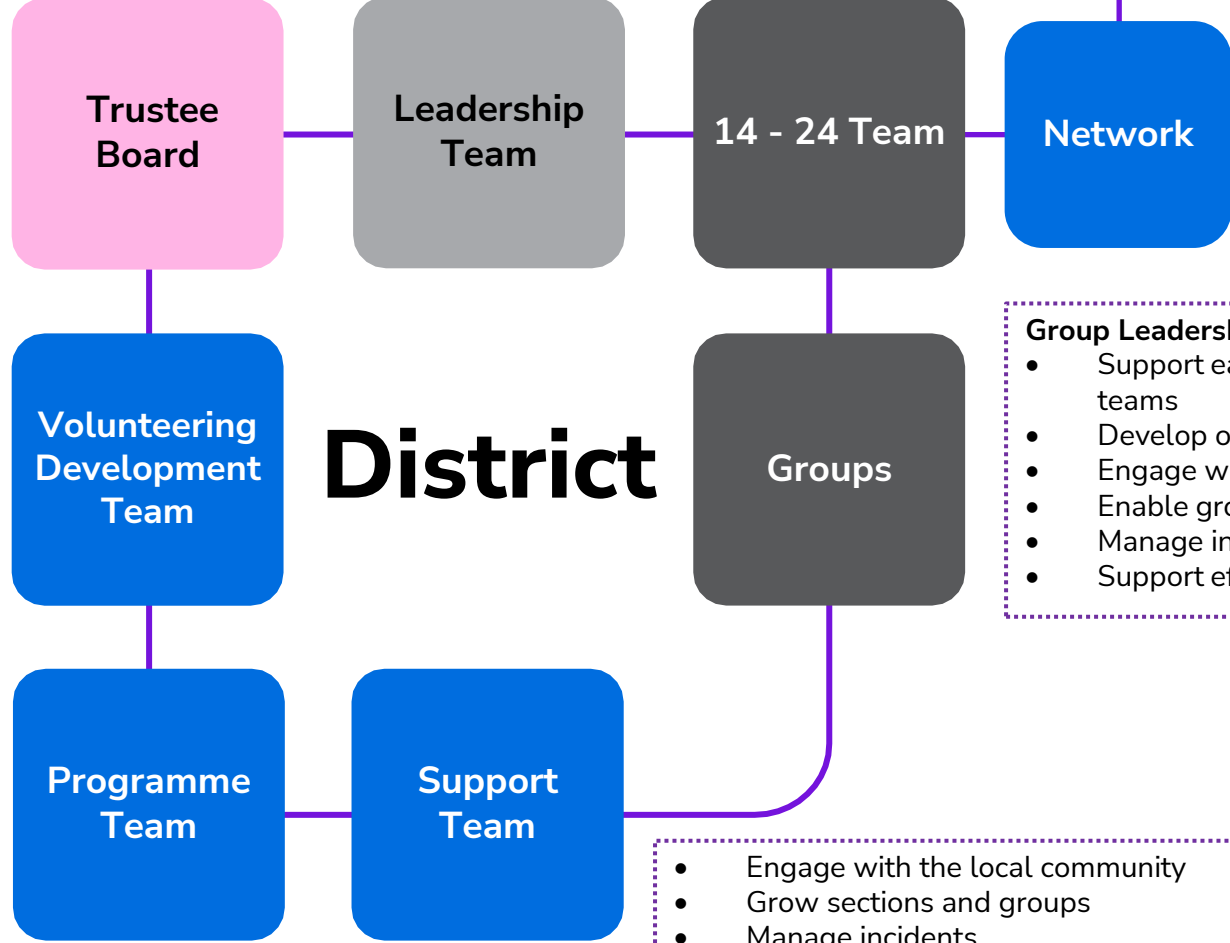


- Make sure all District teams work well
- Make sure all teams are inclusive and reflective of the local community
- Make sure safety and safeguarding responsibilities are fulfilled
- Support the District Youth Lead to make sure decisions are shaped by young people

- 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 -**

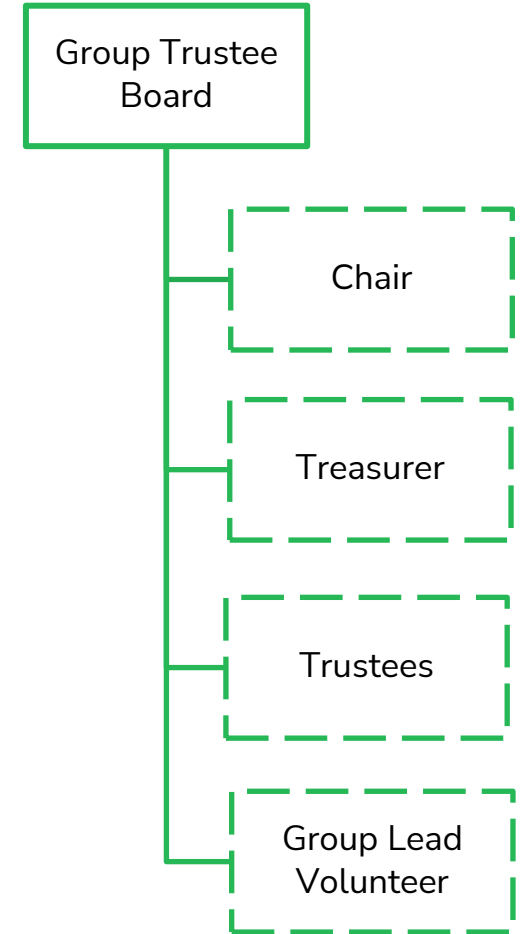
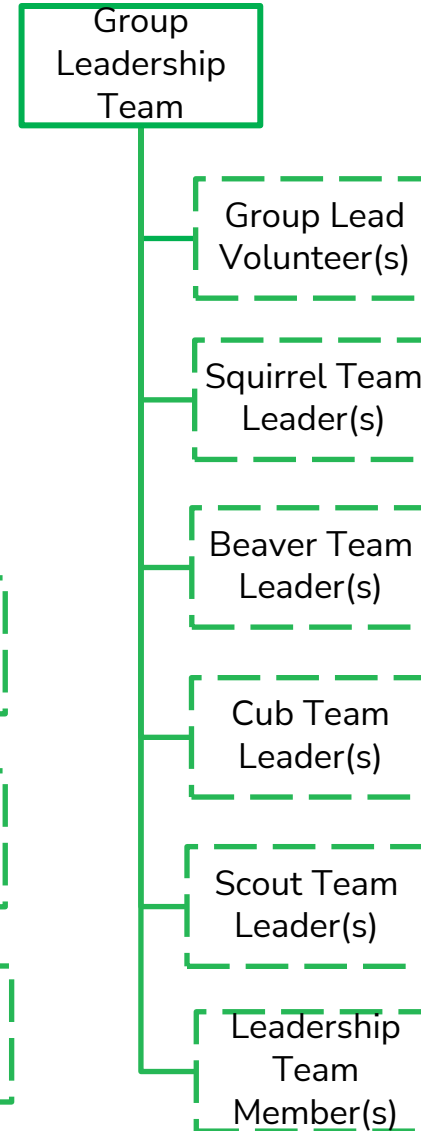
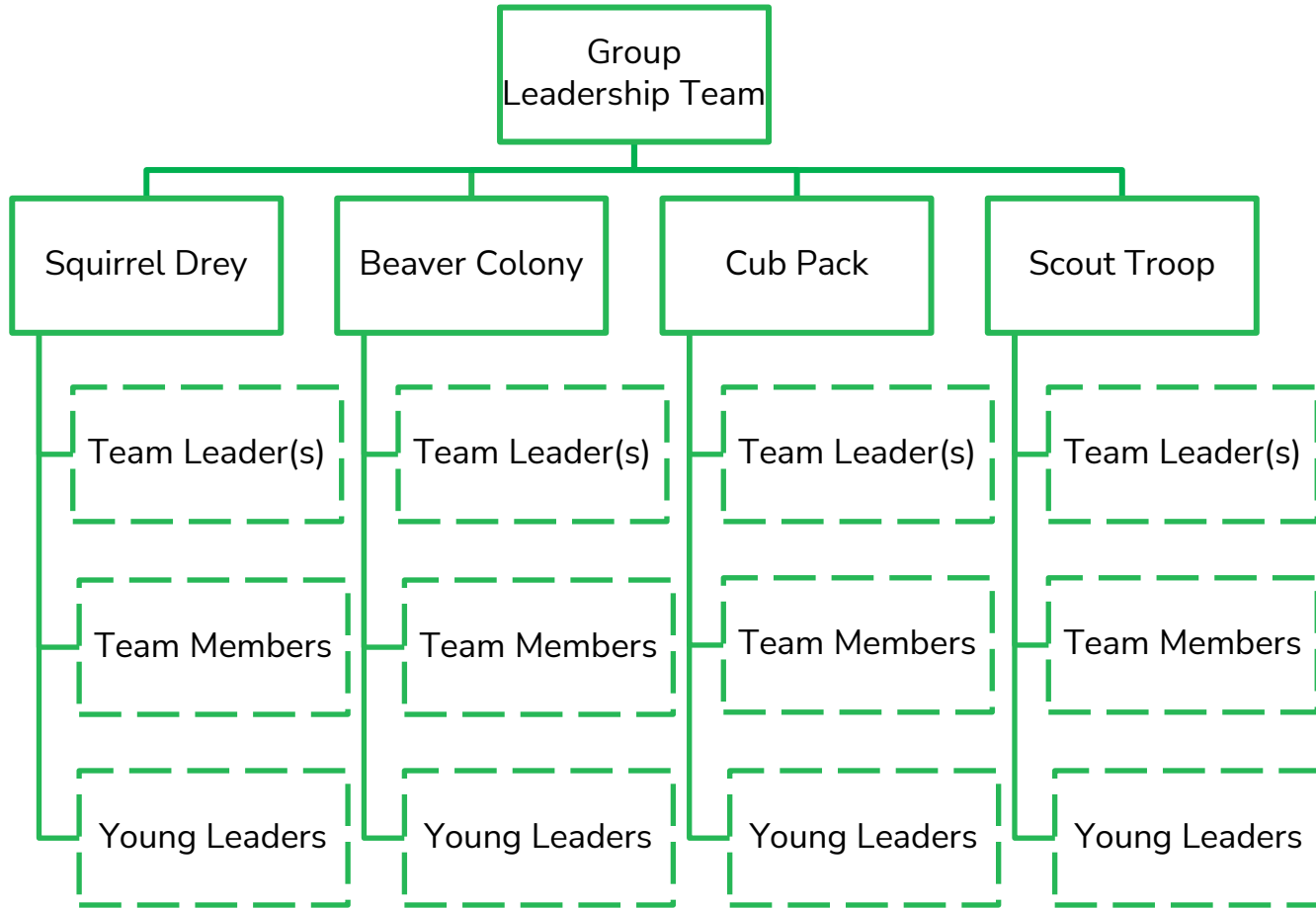
Helps volunteers across all Sections to work well together and feel motivated. They make sure the Group is respected and supported in their local community

### **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
<b>Tasks for the Whole team</b>	Task 1 Whole team	✓	✓	✓	✓	✓	
	Task 2 Whole team	✓	✓	✓	✓	✓	
	Task 3 Whole team	✓	✓	✓	✓	✓	
<b>Allocated tasks</b>	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	Paul Team Member	Amal Team Member	Ben Team Member
<b>Tasks for the Whole team</b>	Task 1 allocated	✓	✓	✓	✓	✓
Task 2 allocated	✓	✓	✓	✓	✓	✓
Task 3 allocated	✓	✓	✓	✓	✓	✓
<b>Allocated tasks</b>	Task 4 allocated			✓		
Task 5 allocated		✓	✓		✓	
Task 6 allocated				✓		
Task 7 allocated					✓	
Task 8 allocated						✓



# Team-based volunteering example

	Hannah Team Leader	Tom Team Member	Ella Team Member	Zara Team Member	Anoushka Team Member	Ben Team Member
<b>Tasks for the whole team</b>						
Task 1 allocated	✓	✓	✓	✓	✓	✓
Task 2 allocated	✓	✓	✓	✓	✓	✓
Task 3 allocated	✓	✓	✓	✓	✓	✓
<b>Allocated tasks</b>						
Task 4 allocated			✓			
Task 5 allocated		✓	✓			✓
Task 6 allocated				✓		
Task 7 allocated					✓	
Task 8 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
<b>Tasks for the Whole team</b>	Task 1 allocated	✓	✓	✓	✓	✓
	Task 2 allocated	✓	✓	✓	✓	✓
	Task 3 allocated	✓	✓	✓	✓	✓
<b>Allocated tasks</b>	Task 4 allocated			✓		
	Task 5 allocated		✓	✓		✓
	Task 6 allocated				✓	
	Task 7 allocated					✓
	Task 8 allocated					✓



## Allocated tasks

### 1. Make sure admin is done correctly

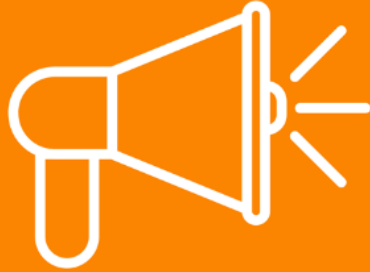
- Get contact and medical details, and demographic data for new members joining the Section.
- Keep all records up to date, including badges, attendance register, contact details and the programme (as needed).

### 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.**