

Learning requirements for the role of...

Group Scout Leader or District Explorer Scout Commissioner or District Scout Network Commissioner

This vital role requires you to fully understand:

- The fundamentals of Scouting
- How we ensure we do Scouting in an inclusive and safe manner
- How to lead and manage volunteers
- How to make the most of your time and skills

If you are a new manager in Scouting it is likely that you will benefit from more of the learning to help you feel prepared, comfortable and capable to take on this hugely important role.

If you are a manager changing roles, you may find that through discussion with your Training Advisor, you may only need to carry out learning in certain areas. You will need to demonstrate your knowledge, skills and attitude in all of the areas below in order to be validated.

One thing to note that even though you may have validated modules as a section leader, you may need an additional conversation as the context for the application of the learning in these modules will have changed when you become a manager or supporter.

For example; as a section leader, you will be fine-tuned to ensuring your programme for your section is high quality and balanced. As a DESC, DSNC or GSL, your role is to ensure the programme is high quality through all sections in your district or group.

Additionally as a section leader, your focus when providing Scouting for all will be on your own section. As a DESC, DSNC or GSL, your responsibility is to ensure that Scouting is practically available for all through all of your sections / units.

You can see a full list of the modules that you need to validate in order to be awarded your Wood Badge at the bottom of the page. It makes it more manageable to think of the training that you may need in blocks of training that will help you feel as though you really can be at your best.

It can look a little overwhelming, but over the first three years in your new Scouting role, you will learn many of the skills and much of the knowledge that will enable you to deliver Inspiring Programmes to young people in a safe and fun manner.

You will receive lots of support from your line manager (your District commissioner) and your Training Advisor (for managers or supporters) (TA M&S). Your TA will help you understand which of the modules below you have to complete, which ones will be really beneficial and those that they agree with you that you have some prior learning that can help.

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Initial Induction – This should be completed in your first 5 months in your new role.

- Module 2 – Your personal learning plan (a discussion with your training advisor)
- Module 1 – Essential Information (about 3hrs in a face to face workshop, run locally)
- Module 4 – Tools for the role for Managers & Supporters (30 mins online learning)
- Safeguarding – Young People First – how we keep young people safe from harm (a 3hr face to face workshop, run locally)
- Safety – How we ensure Scouting stays safe (an online module)
- First Response – A one day First aid training workshop
- GDPR – ensuring we use data legally (an online module)

Building on the basics – These modules of learning will help you understand why we do what we do and introduce you to some of the key things that make Scouting so brilliant for 500,000 people in the UK. These ideally are completed within 9 months of starting your new role.

- Module 5 – Fundamentals of Scouting
- Module 6 – Changes in Scouting
- Module 12A – Delivering the quality programme

Working effectively with others – In Scouting we work in leadership teams, so understanding how to make the most of these relationships will help you together provide amazing Scouting experiences. You should aim to validate this in your first 12 – 18 months in role.

- Module 8 – Skills of leadership
- Module 9 – Working with adults

Having completed the learning that is needed for all appointments, your learning now becomes a little more specialised and focused on Leadership and Management of adults.

The Manager and Supporter training scheme is structured around six core skill areas of leadership and management plus a module on safety. The learning opportunities for the Managers and Supporters Training is split into two elements:

- **Independent Learning** - There are a number of independent learning modules to support managers and supporters. If you need to complete any of the three manager and supporter skills modules it is important to complete the independent learning required for each of the modules before attending. The skills modules rely on an understanding of this independent learning as a foundation for the learning. The independent learning that supports each of the individual skills courses is noted below. If you wish for further advice please speak to your Training Adviser.

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These independent learning modules are helpful as a refresher to those already in post - so if you are unsure of any of the topics or feel that a refresher would be helpful please don't hesitate to complete them.

- **Skills courses** – this will consist of three courses (Skills of Management, Meeting the Challenges and Achieving Growth) where learners have an opportunity discuss and demonstrate different skills relating to leadership and management.

Many managers or supporters in Scouting come with experience from outside of Scouting where you may have learned a great many skills. This usually can be transferrable so in discussion with your training advisor (for managers or supporters)

The six skills you will be required to demonstrate and validate are:

1. **Managing time and personal skills**
2. **Achieving results**
3. **Providing direction**
4. **Working with people**
5. **Enabling change**
6. **Using resources**

Because of your manager role you will also be required to complete learning on Safety for managers and supporters.

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Table of modules to be validated in your first three years

Module	Name	Approx. time to learn	Learning completed by Best method <i>Alternatives</i>	Delivered
1	Essential information	3 hrs	Face to face <i>Online</i>	Locally
G	GDPR	15 mins	Online	Online
2	Personal learning plan	N/A	TA discussion	Locally
3	Tools for the role	30 mins	Online	Online
5	Fundamentals of Scouting	2 hrs	Face to face <i>Online</i>	Course – Building on the basics
6	Changes in Scouting	1 hr	Face to face <i>Online</i>	Course – Building on the basics
7	Scouting for all	2 ½ hrs	Face to face	Course – Getting it right
8	Skills of leadership	3 hrs	Face to face	Course – Being a great leader
9	Working with adults	3 hrs	Face to face	Course – Being a great leader
10	First Response (First aid)	6 hrs	Face to face (only)	Locally
11	Administration	3 hrs	Face to face <i>Workbook</i>	Course – Getting it right
12A	Delivering the quality programme	3 hrs	Face to face <i>Online</i>	Course – Building on the basics
LMA	Achieving results	2 day course & 1 day course & 1 day course	Face to face	3 x Courses Skills of management (2 days) Achieving growth (1 day) Meeting the challenges (1 day)
LME	Enabling change			
LMM	Managing time and personal skills			
LMP	Providing direction			
LMU	Using resources			
LMW	Working with people			
LMS	Safety (for managers and supporters)	1 ½ hrs	Workbook	Independent learning
Safeguarding – “Young People First”		3 hrs	Face to face	Locally
Safety		30 mins	Online	Online
Total over 3 years (approx.)		62 hrs		