

Transformation – One Page Summary

A Warmer Welcome

A 'Welcome Conversation' with local volunteers will replace the more rigid Appointments Panel meeting.

New volunteers will be able to directly input information and track their progress digitally through new tools via scouts.org.uk.

Teams will be able to create digital adverts and opportunities easily to reach new people with a new digital recruitment tool.

Why?

Volunteers have told us the current welcome process can be off-putting and impersonal taking a lot of time to complete.

The current welcoming process isn't very clear or accessible to new volunteers, and usually happens out of order.

Simplifying Roles and Structures

Most volunteers will be members of teams rather than having specific roles, so it is easier to share the tasks whilst offering flexibility of time, interests and skills.

Team Descriptions will give purpose, tasks & outcomes, and will replace the current role descriptions.

Some role titles will be either updated or removed to improve clarity and the perception of tasks which will ensure a better understanding to prospective volunteers.

Why?

Current structures and roles are confusing. External research has shown that the majority of role titles aren't understood by those outside of Scouts. This directly affects recruitment of volunteers.

We have a small number of people with lots of responsibility placed on them. New structures will offer flexibility and choice of tasks.

More Engaging Learning

We are reducing and removing the heavy administration work of manually recording and validating learning.

Content will be split into Core Learning, which is mandatory for everyone and provides all that is required to safely undertake your role in Scouts, and Branching Out, which is optional to enhance your knowledge and skills.

There will be a new points-based approach to gaining your Wood Badge, with points gained from optional learning completed. The Wood Badge will be available to all.

Why?

We need to make learning more accessible, personalised, and relevant. The current training matrix is 20 years old and parts are out of date.

Completion of the current scheme can be considered overcomplicated and has a heavy reliance on validation.

New Digital Tools and Support

New Welcome, Membership and Learning systems will be accessed via a single log-in on scouts.org.uk

They'll be easy to access on all devices, and they have been extensively tested with our own volunteers.

For those who may not feel confident using technology, there will be Digital support available to help and guide.

Why?

Compass is no longer up to the job of providing us with detailed information about our adult membership that our volunteers require. In reality, only a quarter of volunteers have ever used it.

Most of our current digital tools does not work well on mobile devices.

Other new tools will provide a digital first approach.