



**Scouts**  
**Gloucestershire**

**Training into Learning**

**We want to make volunteering with  
Scouts easier and more fun...**

**...so that we can attract more  
volunteers and our current volunteers  
want to stay**





**Volunteer Journey**

Giving volunteers more control over their personal journey.



**Digital Transformation**

Giving volunteers the tools to be able to complete training easily and see their progress and records.



**Training to Learning**

Making learning more accessible and relevant to volunteers.

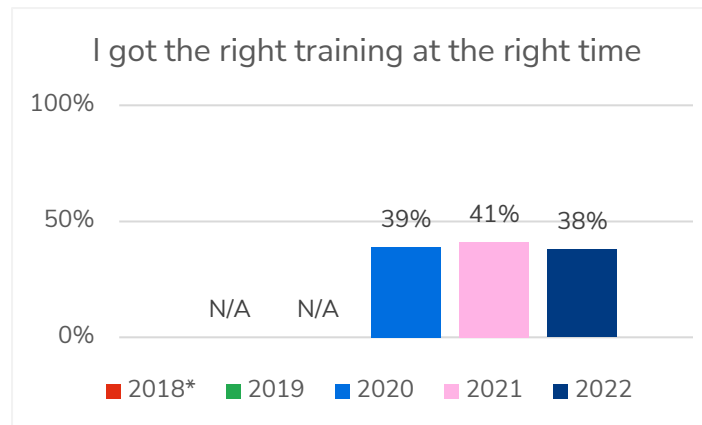
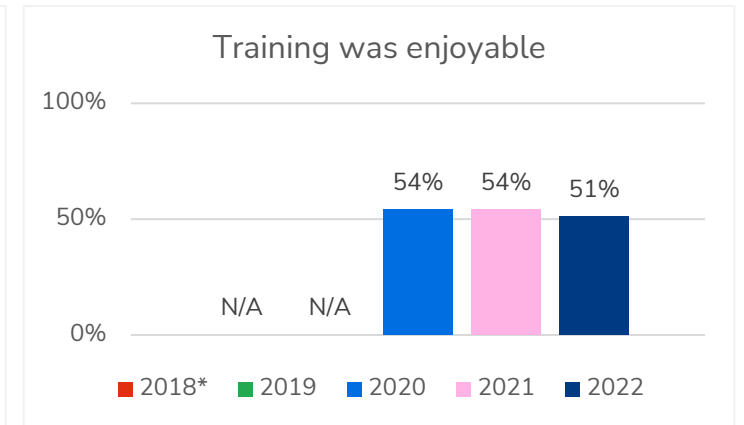
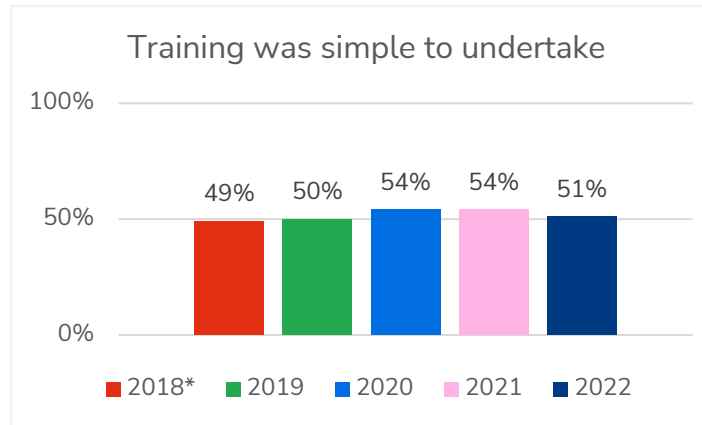
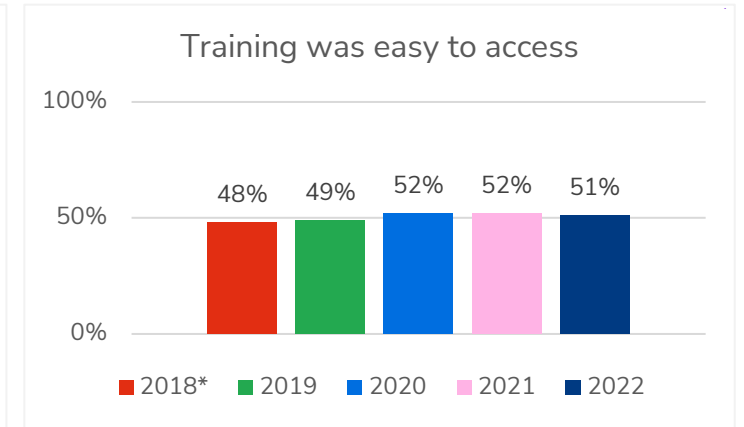
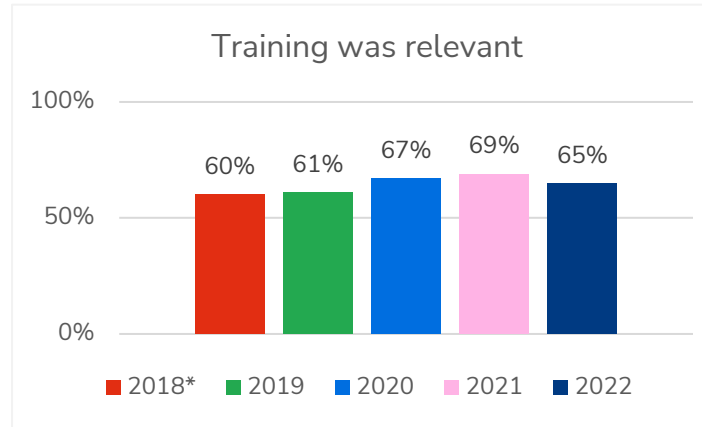


**A Teams-Based Approach**

Making volunteering easier by focusing on tasks rather than roles.

# Why things are changing

Since 2018, volunteers have reported similar training experiences, with similarities in volunteers reporting training to be relevant, easy to access, simple, enjoyable and receiving training at the right time.



#### Sample sizes (2022)

- **Training was relevant:** 6,974 adult volunteers
- **Training was easy to access:** 6,976 adult volunteers
- **Training was simple to undertake:** 6,976 adult volunteers
- **Training was enjoyable:** 6,975 adult volunteers
- **Right training at the right time:** 6,976 adult volunteers



## What have we learnt?

In our research with volunteers, we learnt that:

- Our training can feel overwhelming
- Some learning is hard to access
- We don't have enough training advisers to support learners
- The average length of time someone volunteers is 2 years, but it can take up to 3 years to complete Wood Badge

## Current training

- **Well regarded** for its breadth and content
- **Difficult to navigate** the training scheme
- Modules are **not always specific** and are often duplicated
- Volunteers are put off by having to **repeat training**
- Reliance on having many dedicated volunteers to:
  - Update PLPs & Compass
  - Deliver & validate training
  - Manage training compliance



## What will 2025 and beyond look like?

- Volunteer focused – learning **relevant for you!**
- **Easy to understand learning journey** for all
- Additional **optional learning** designed to build and enhance a volunteer's skills
- A Wood Badge is about helping the volunteer learn and develop as a person and leader
- One platform to **access and record** all learning
- Learning specific to a volunteer's role, **without the need for duplication**
- **Reduced administration** and improved learning management through automated processes







## What is changing?

As part of moving from training to learning we'll be:

- Reviewing all our current training modules by 2025
- Developing new framework for learning
  - Growing Roots
  - Branching Out
- Moving to an optional Wood Badge
- Having Volunteer Development Teams
- Bringing in a **new tool for digital learning...**

# Digital Learning

## The learning you need to do



### Safe Scouting

How we keep each other and our young people safe.  
10 May 2023 16:06 to 10 Aug 2023 16:06

English (GB) ⓘ Required ⚡ In progress...



### Creating Inclusion

How we make Scouts a welcoming place for everyone.  
10 May 2023 16:06 to 10 Aug 2023 16:06

English (GB) ⓘ Required ⚡ In progress...



### Who we are & What we do

An introduction to what Scouts is and how we deliver skills fo...  
10 May 2023 16:07 to 10 Aug 2023 16:07

English (GB) ⓘ Required ⚡ In progress...



### Data Protection in Scouts

How we take care of people's personal data.  
10 May 2023 16:06 to 10 Aug 2023 16:06

English (GB) ⓘ Required ⚡ In progress...

## What the new learning platform may look like.

- At a glance learners can see their progress.
- Learning when complete will update learning records in their role profiles.
- **Click the image to play a video of an early version.**

## Digital Learning

To support the delivery of learning there will be a new digital learning system

The new learning system will:

- Learning in one easy to find place
- Easy access to learning whenever and wherever a volunteer wants
- Simplify reporting
- Remove the need for validation in its current form
- Crediting volunteers for the learning they do
- Create an accessible learning experience for volunteers





## Accessibility

It's important that volunteers can access and engage with learning on our new learning platform. To support this, we are using:

### Universal Design for Learning (UDL) Guidelines

These help to create learning which meets the needs of all users by reducing barriers and creating accessible and meaningful learning experiences

AND

### Web Content Accessibility Guidelines (WCAG)

These set out recommendations for creating web content which is more accessible to all. This includes:

- Alternative text for images
- Support for screen readers
- Simple and consistent navigation
- Subtitles and transcripts

**And more!**

## Digital first, not digital only

It's important that volunteers who are not as digitally skilled or don't have access to technology can also access our learning.

As part of this we will:

- Support volunteers to develop their digital skills
- Processes for volunteers to be supported locally
- **Ensure that there is non-digital support for learning available**



# Growing Roots



## Growing Roots

Growing Roots will become the new mandatory learning for our volunteers

Volunteers will have 6 months to complete their Growing Roots learning

Growing Roots will comprise of two parts;

- The learning a volunteer needs to get started
- The learning a volunteers needs for their team and role



## The learning everyone needs to get started

### Data Protection in Scouts

- Gathering data
- Storing & sharing data
- Data breaches & deleting data

### What we do & How we do it

- Purpose and values
- Working with others
- Running our programme (The basics)

### Creating Inclusion

- Self-awareness
- Creating inclusive spaces
- Supporting specific needs
- Challenging bias and discrimination

### Safe Scouting

- E-Safety
- Assessing and Managing risk
- Incidents - respond and report
- Mental Health Awareness
- Safeguarding

## The learning a volunteer needs for their role

### “Delivering a Great Programme”

Section Teams

Potential Content\*:

- How to work with parents/guardians
- How to actively involve young people
- Running our programme (In practice)

### “Leading Scout Volunteers”

Team Leaders, Lead Volunteers

Potential Content\*:

- Teamwork, inclusion and conflict from a management perspective
- Suspensions, sanctions and difficult conversations

### “Being a Trustee in Scouts”

Trustees

Potential Content\*:

- Charity regulator processes
- Insurance, legal responsibilities (Inc. GDPR), equality impact assessments
- Trustee Responsibilities

## How does learning work if you don't fall into these groupings?

For those in the Volunteer Development Team, Programme Team etc. your learning might look like this:

- You do the learning that everybody does (Data Protection in Scouts, Safe Scouting, etc....)
- Plus, task specific learning depending on what you are doing such as:
  - First aid trainer, Welcome Conversation Volunteer, etc...
- And you're always welcome to engage in further learning and development relevant to you or your team.



# Branching Out



## Branching Out

Branching Out will form the learning you can take on beyond Growing Roots

It will be delivered through a variety of methods including digital, face-to-face and blended models

Some current training modules will keep running for a while, as we work to update or replace them and add more new content.

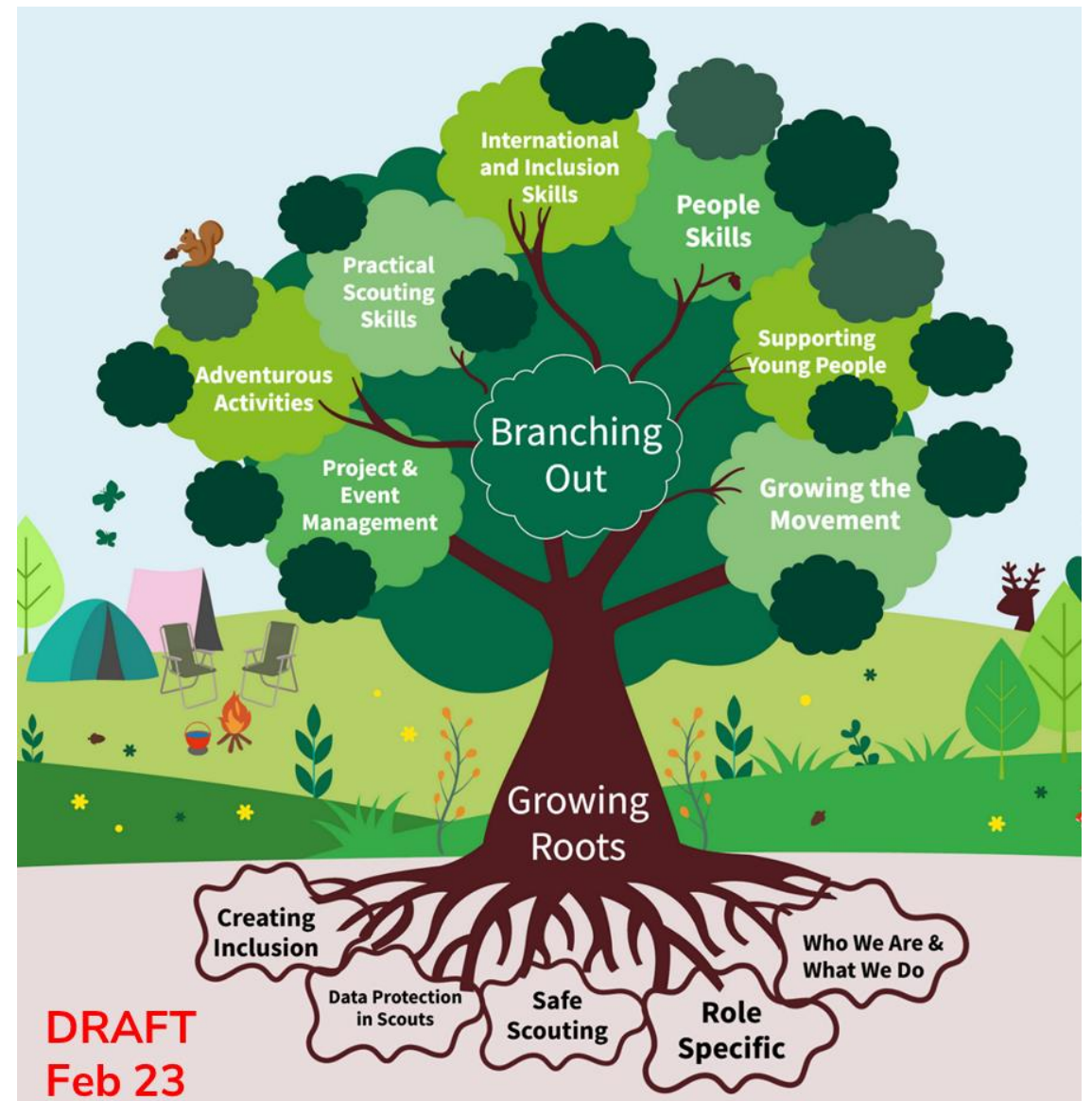
This suite of new learning will become available over the course of 2024-2025 and will be updated and added to on an ongoing basis after that

## What might Branching Out look like?

Branching Out will allow for volunteers to shape their learning journey based on what is most beneficial to them or their team

This will encompass a variety of learning options such as;

- Digital Skills
- Permits & Adventurous Activities
- Practical Scouting Skills
- Team Leadership
- And much more...





## Manager & Supporter Training

Beyond the learning in Growing Roots, manager and supporter training will also become optional

For those that choose to complete this it will continue to be delivered in its current form

These will be reviewed and refreshed or replaced along with the other remaining modules to form part of the Branching Out learning

This will take place over the next 18-24 months, with the updated learning being released during 2025

# Wood Badge



## Changing the Wood Badge

As part of improving the learning experience we'll be moving to an optional Wood Badge

Every volunteer will be able to decide what learning will be most beneficial to them to earn their Wood Badge and whether they want to do a Wood Badge at all

You won't be required to repeat any learning when you change teams or roles

The Wood Badge changes will come in two stages:

- A transitional Wood Badge while the current modules are reviewed
- A new Wood Badge launched during 2025

More information will be shared about what this looks like later in 2023



# Volunteering Development Teams

## Volunteering Development Teams

Changes to how we learn in Scouting will also mean that training teams in their current forms will change

In place of County training teams with local training administrators and managers there will be District and County Volunteering Development Teams

Volunteering Development Teams will be responsible for;

- Attracting and welcoming new volunteers
- Making sure volunteers are well supported
- Support volunteer learning
- Recognising volunteers





## Supporting Learning

As part of supporting volunteers with their learning they will;

- Help volunteers and Young Leaders find and engage in learning and development opportunities
- Coordinate learning that needs to be delivered by a trainer, including external organisations where relevant
- Use learning delivery materials and adjust them where needed to ensure activities are accessible to all
- Help volunteers share best practice and overcome challenges
- Recognise prior learning and experience

## Transition

Learning will require a longer transition than the other changes as part of transforming the volunteer experience

During this period Volunteering Development Teams will support volunteers by;

- Delivering the current learning modules as required
- Supporting and delivering the new learning modules as they are rolled out

Full details of what transition will look like and how this will be supported will be shared later in 2023



# What's Next?



## What's Next?

Changes to our learning modules will take time and be rolled out over the next few years

- Growing Roots will be released alongside the new learning system in Spring 2024
- Branching Out learning will be developed and added over the course of 2024-2025

# Branching Out

## 2023

### Module Matrix

This is a summary of the Scouts' Adult Training Scheme and ongoing learning. For further information on the training requirements for specific roles, please refer to the Scouts' Adult Training Scheme pages on [scouts.org.uk/volunteers/learning-development-and-awards/](https://scouts.org.uk/volunteers/learning-development-and-awards/).

■ All Appointments ■ Section Leaders and Section Supporters ■ Trustee Introduction ■ Supplementary ■ Managers, Section Supporters, Other Supporters ■ Mandatory Ongoing Learning

Getting Started To be completed within 5 months of appointment		
Module	Aim	Methods
Personal Learning Plan (02)	To create a plan for an individual's learning based on the requirements of the job and taking into account the individual's needs.	■ One to one ■ Workbook
Essential Information (01)	To provide all adults in Scouting with the essential information needed to get started in their role.	■ e-learning
General Data Protection Regulations (GDPR)	To provide all adults in Scouting with an understanding of what the General Data Protection Regulations (GDPR) means for them, their Scout Group, District and County and how to effectively align with it.	■ e-learning
Safety	To provide all adults in Scouting with an understanding of safety practice and responsibilities as a member of Scouts, to keep everyone safe.	■ e-learning
Safeguarding	To provide all adults in Scouting with an understanding of safeguarding practice and responsibilities as a member of Scouts, to keep everyone safe.	■ e-learning
Trustee Introduction	To provide the Charity or managing Trustees with information on their legal responsibilities and current regulations.	■ e-learning
Tools for the Role (Section Leaders) (03)	To provide the basic information on the individual's role or area of responsibility and some practical help to get the individual started in the role.	■ Course ■ One to one ■ Small group ■ e-learning
Tools for the Role (Managers and Supporters) (04)	To provide key information about the individual's role, areas of responsibility and where they can find further information and support.	■ Course ■ One to one ■ Small group ■ e-learning

Current format only

## 2024



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Blend of new and current formats

## 2025



New format in use



**It is business as usual**

**Don't wait**

(keep supporting volunteers to achieve their  
Wood Badge)

**Check out the Volunteer  
experience pages**

[Scouts Website](#)

[Gloucestershire Scouts Website -  
Transformation](#)



# Q&A