



Scouts

**Transforming Our Volunteer Experience -
How we Volunteer Together**

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- Transformation Lead





Purpose

To provide a detailed overview of;

- Why we're changing how we volunteer together
- What is changing?
 - Our Volunteering Culture
 - **Role title changes**
 - **Team-based approach**
 - **Trustee Boards**

Changing the way we volunteer together

**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**





What is changing?

As part of changing the way we volunteer together we'll be;

- Adopting a team-based approach to how we volunteer in Scouting
- Moving from having Executive committees to Trustee Boards focussed on making sure Scouting is run safely and legally
- Embedding a positive volunteering culture within Scouting to support each other as volunteers
- Implementing a new membership system to support our volunteers

Changing our role titles



Changing our Role Titles

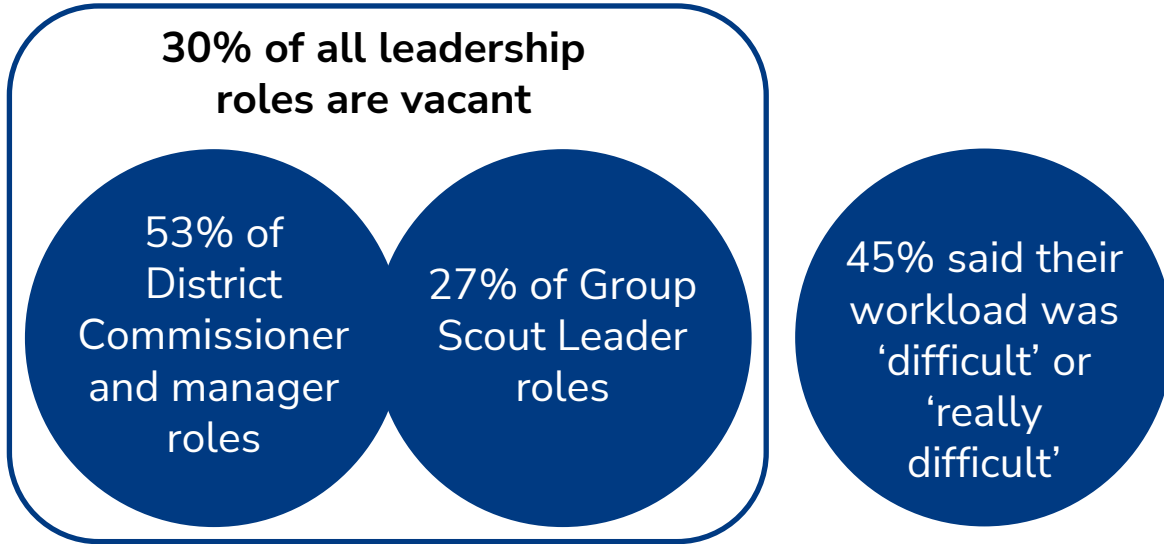
The volunteer experience changes being made are part of transforming our culture within Scouts

It's important that we recognise how our role titles are part of both our culture and our perception as a movement

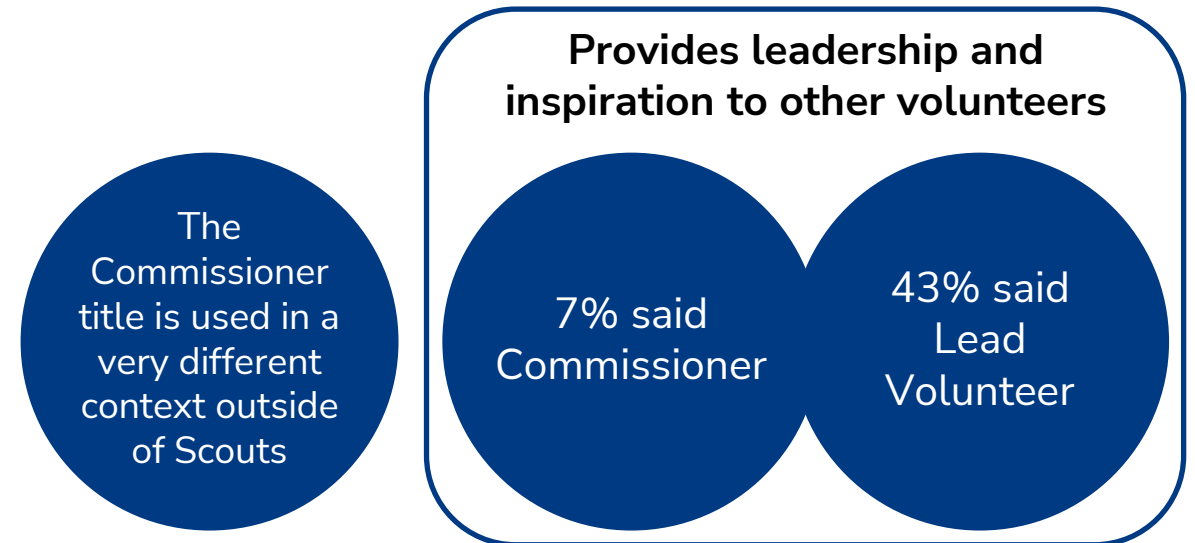
We're changing many of our role titles within Scouts to:

- 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

Those in leadership roles have told us:



Our external research role told us:



Introducing Lead Volunteers

The 'Commissioner' and 'Group Scout Leader' titles will change across Scouting

GSLs along with District, County, Area, Region (and so on) Commissioners will be called Lead Volunteers

Youth Commissioners will be called Youth Leads





Changing Role Titles

These changes support 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!

Adopting a team-based approach

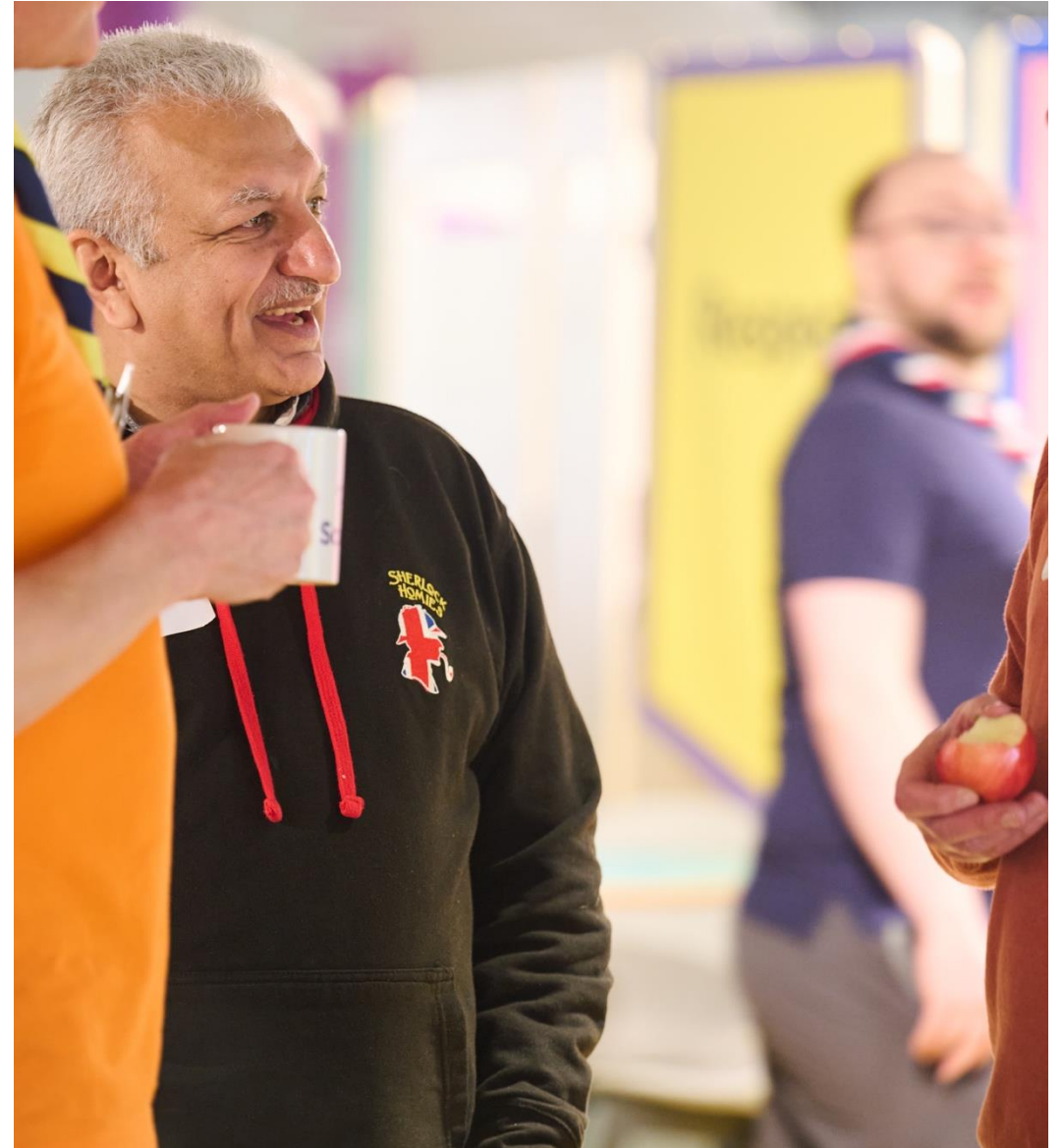
Team-based Approach

Our current approach is heavily roles based, with volunteers often holding multiple different roles within an area

In place of this we'll have teams and team descriptions

The key principles for this approach are:

- We volunteer **flexibly** as part of a team with a shared purpose
- Our teams and titles are **easier to understand** and more appealing to new volunteers
- Teams agree how to **share tasks** between them, and this can change over time











Team Descriptions

Every team description will have:

- **Purpose** - To explain what the team is for and how it plays a part towards our vision
- **Who's in the team** - To explain who is in the team and what they're called
- **Tasks for the whole team** - Are things which everyone in the team will be involved with
- **Allocated tasks** - Are things which are things which can be shared out between members of the team

How volunteers work in teams

Example: How a team shares tasks

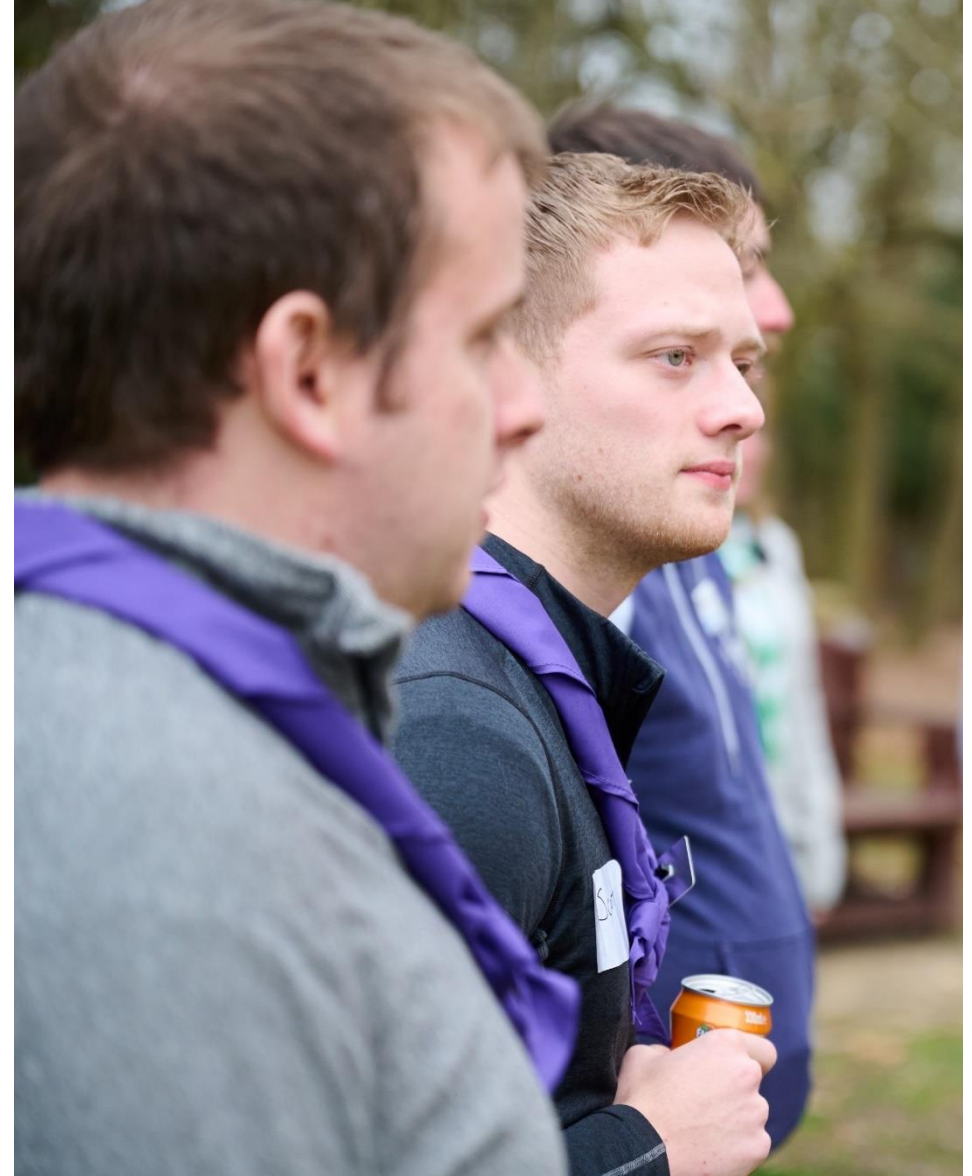
		 Hannah Team Leader	 Tom Team Member	 Mita Team Member	 Jamal Team Member	 Arnold Team Member	 Jess Helper
Tasks for the Whole team	Task 1 Whole team	✓	✓	✓	✓	✓	✓
	Task 2 Whole team	✓	✓	✓	✓	✓	✓
	Task 3 Whole team	✓	✓	✓	✓	✓	✓
Allocated tasks	Task 4 Allocated	✓		✓			
	Task 5 Allocated					✓	
	Task 6 Allocated		✓	✓			
	Task 7 Allocated				✓		
	Task 8 Allocated					✓	
	Task 9 Allocated						✓

Changes to our current teams

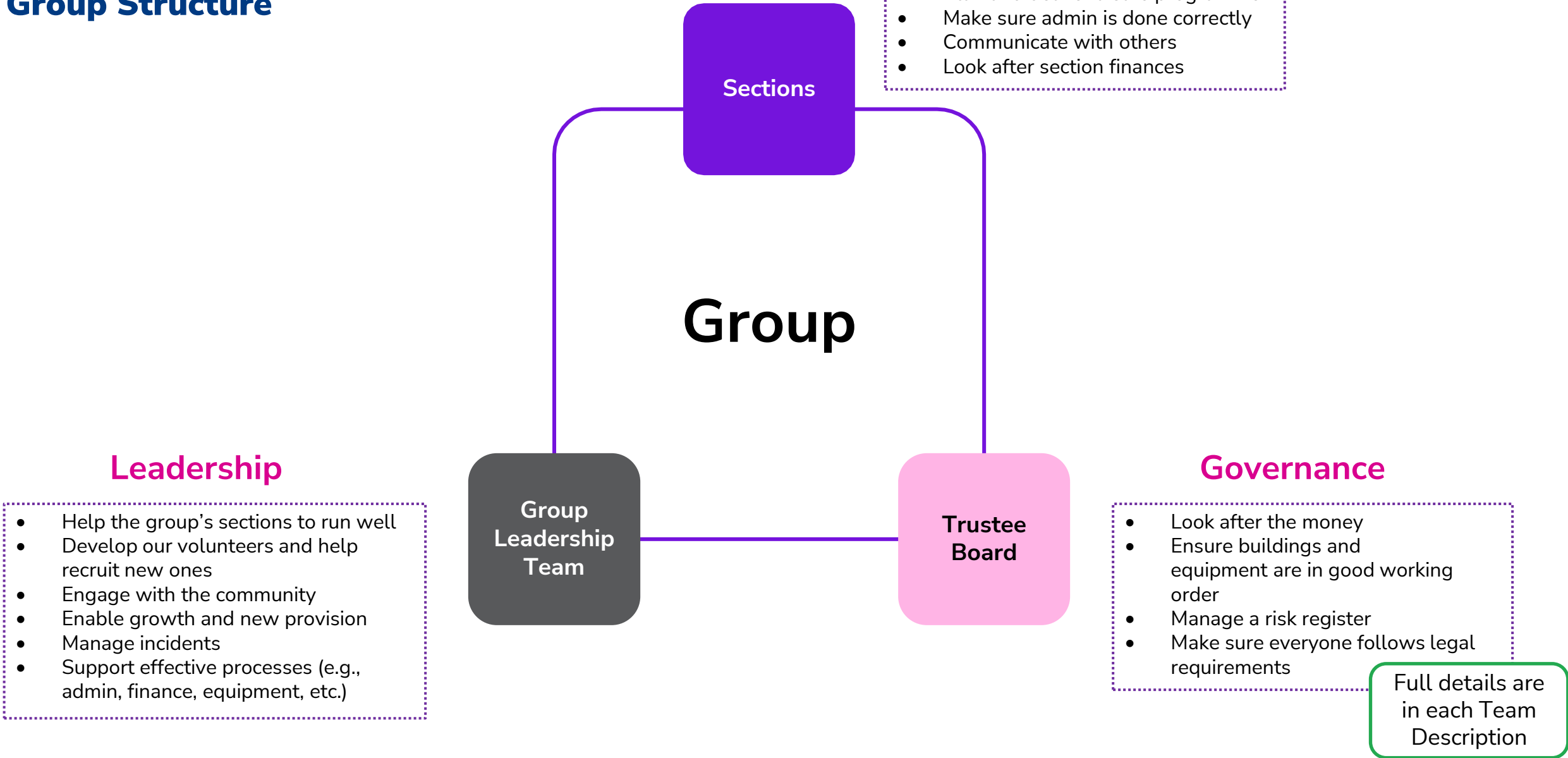
These changes to how we volunteer together, along with the wider volunteer experience changes will mean changes to our current teams and roles

We rely on the committed and passionate volunteers we have to make things happen across the whole movement

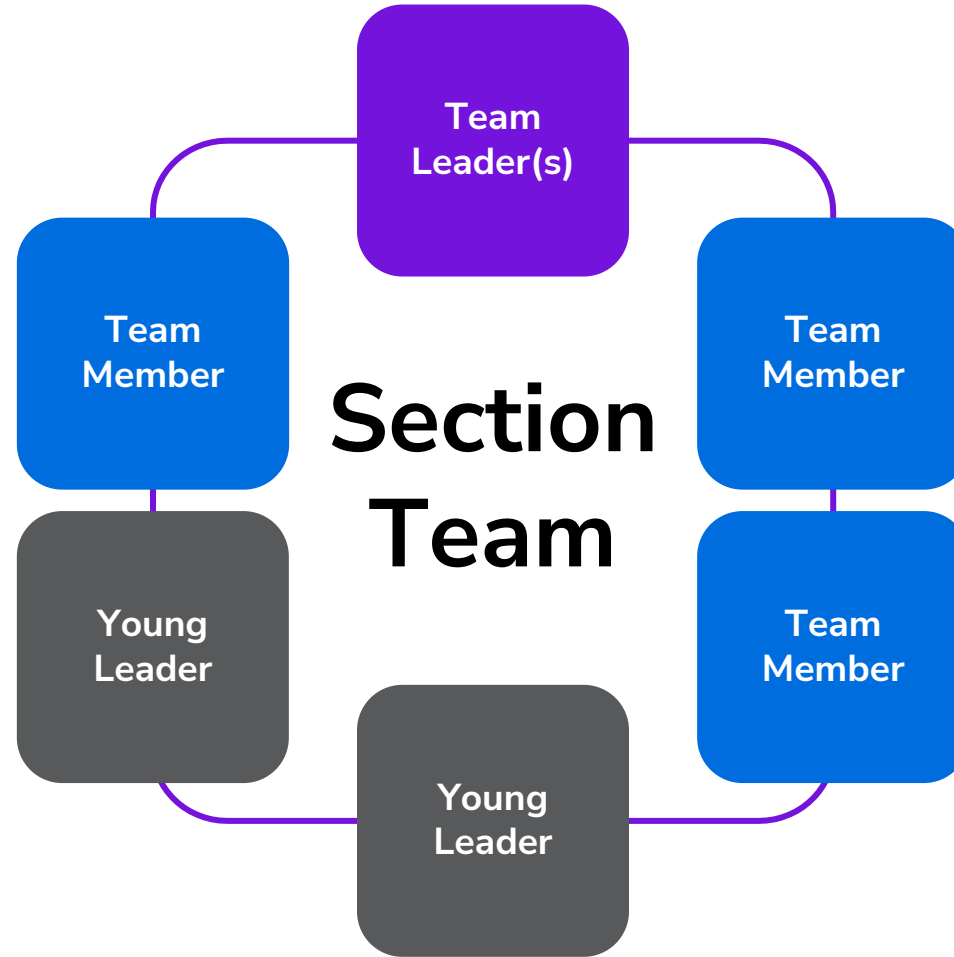
There's a team for everyone in the new structure which will match to your experience, skills and interests



Group Structure



Section Structure



Full details are
in each Team
Description

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 -

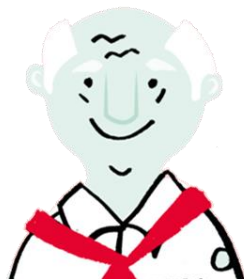
Trustees make sure the charity is well managed, risks are assessed and mitigated, buildings and equipment are in good working order, and everyone follows legal requirements and Policy, Organisation and Rules (POR)



Team Descriptions



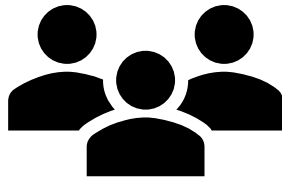
These describe who's in each team, and what the team does



The Group Leadership Team

Purpose

The 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.



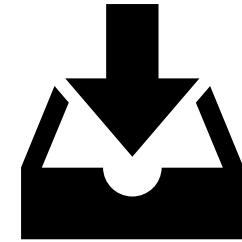
Who's in the team?

- Group Lead Volunteer(s)
- Team Leaders of each Section
Team
- Other volunteers in the team are called Leadership Team
Members



Tasks for the whole team

- Support the Group's Sections.
- Develop our volunteers

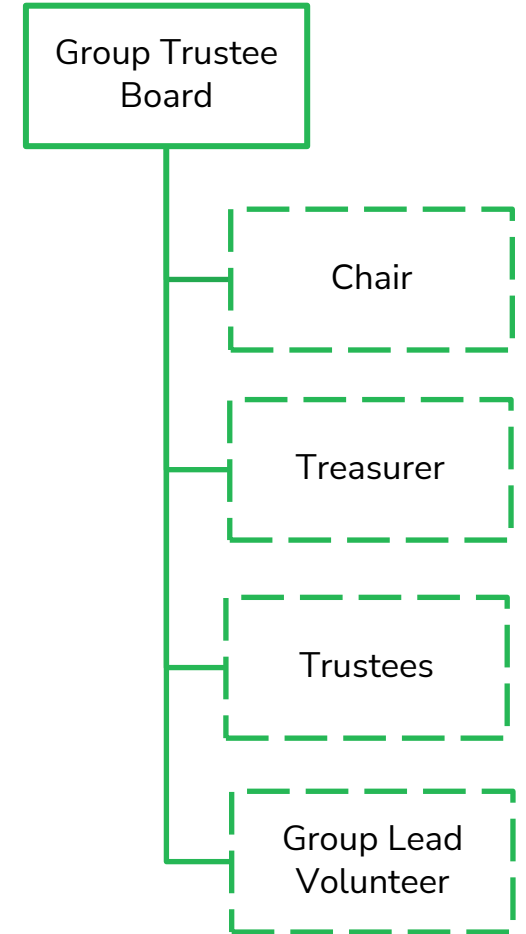
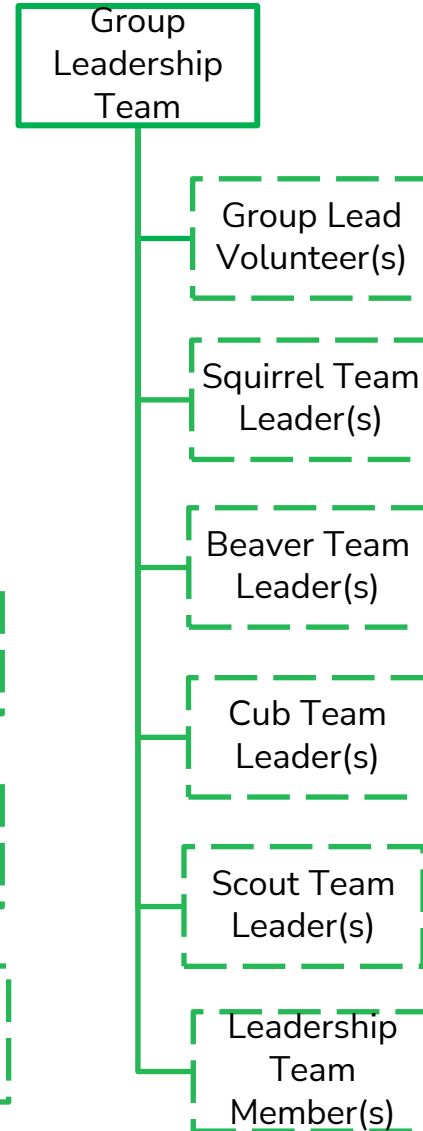
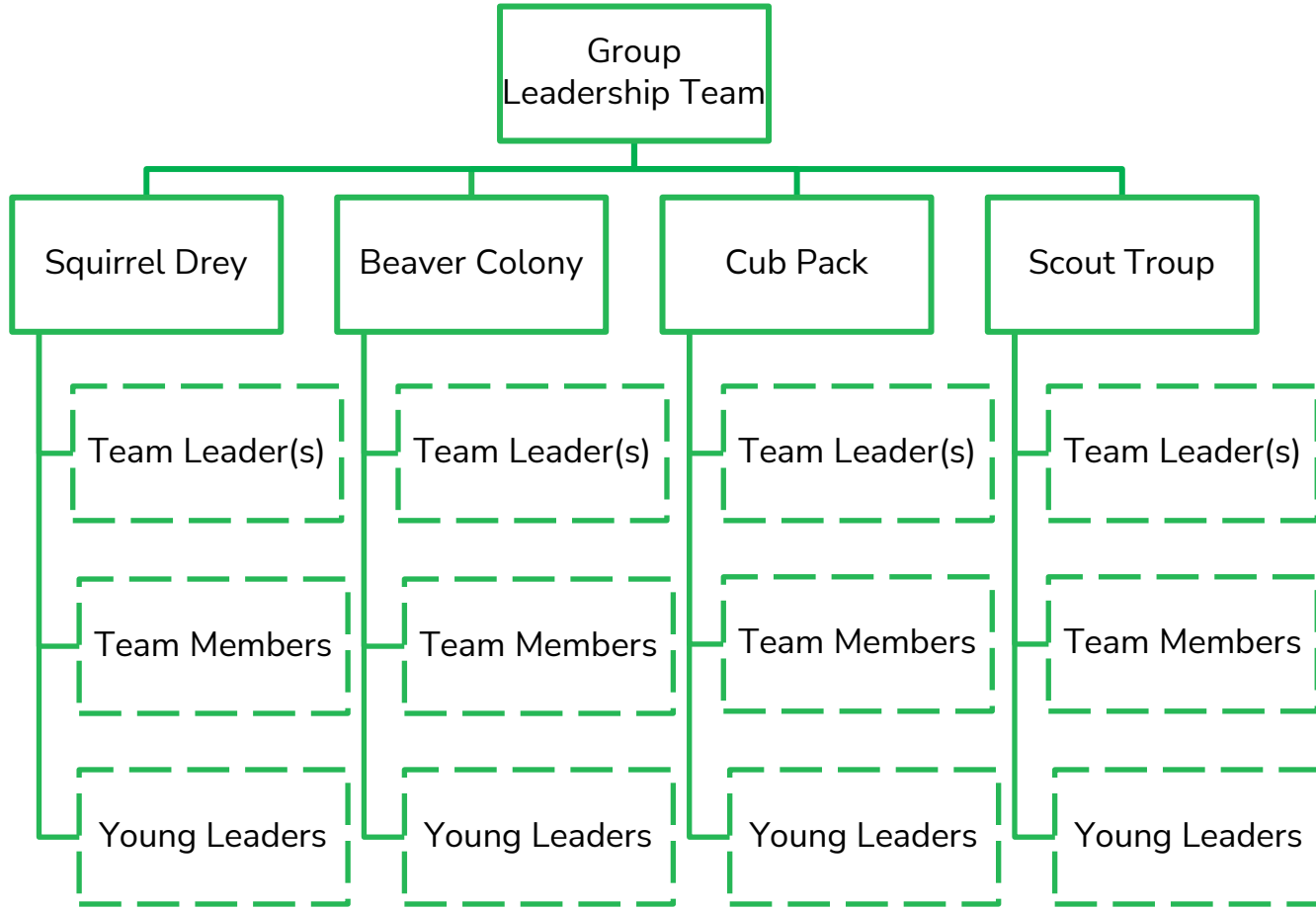


Allocated tasks

- Support the Group's Sections
- Develop our volunteers
- Engage with the community
- Open new provision
- Manage incidents
- Support effective processes

How we Volunteer Together
Adopting a team-based approach

Group: 1st Anytown



Accreditations

Sometimes, a person needs to be given permission to do a specific task, this is called and 'accreditation'

Accreditations will be introduced along with the new digital systems

For Example:

- A task that needs to be done with someone with specific skills or qualifications - A Kayak or Archery permit assessor
- A task where someone needs to find and contact a specific person - The HQ Awards Team knowing who to post awards to





Accreditations

Volunteers will need to meet the right criteria to receive an accreditation, for example:

- Holding a certain qualification
- Completed specific learning
- Be in a particular role

Specific accreditations will be:

- Adventurous Activity Assessor
- Night Away Assessor
- First Response Trainer
- Manager of Activity Permit Scheme
- And more!

These will all come alongside the launch of the digital systems

Moving to Trustee Boards

Introduction

As part of the work to transform the volunteer experience within Scouts there will be changes to Executive Committees and how they function.

These changes are informed by:

1. The evolution of good practice guidance from charity regulators
2. Our move to a teams-based approach

These cultural and procedural changes to how Executive Committees currently operate will support our Skills for Life strategy, our 'North Star' and the overall aims of the volunteer experience transformation.



Setting up for success



Good governance is fundamental to a charity's success, enabling and supporting the charity to:

- Comply with the law and relevant regulations
- Meet the charity's objectives

Good practice for this is set by the charity regulators, where there have been significant changes over the past few years.

Renaming as Trustee Boards

Executive Committees are renamed as Trustee Boards, members of which are renamed as Trustees

Why is this changing?

- To align with good practice guidance from the charity regulators
- To help reinforce the purpose of Trustee Boards and focus on the role and responsibilities of being a charity Trustee





The purpose of Trustee Boards

Trustee Boards have a clearer purpose statement, to fit with the focus on governance. This will mean 'operational' tasks are managed through the Group Leadership Team or the Support Team in District or County (and equivalent)

Why is this changing?

- To align with good practice guidance from charity regulators
- To focus on ensuring effective governance. This is the core of any charity Trustee Board's responsibility and an important part of ensuring that the charity focusses on meeting its objectives

What does this mean for us?

All Groups, Districts, Counties and such will move from an executive committee to a Trustee Board

Operational tasks such as repairing the hut, cutting grass and fundraising will be separated from Governance tasks such as risk management and following Scout policies

At District level and above operational matters will move into the appropriate team most relevantly, the Support Team

At Group level operational matters will move into the Group Leadership Team, this could be as part of support sub-team

The same individuals can carry out the tasks they do now but this will be as part of two separate teams so the Trustee Board can maintain a clear focus

