
The Scout Association



National Commissioner (Beaver Scouts) Support Team



Work Focus
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Introduction

This Work Focus has been written following a period of consultation with Beaver Scout Colony Leadership Teams, Assistant District Commissioners for Beaver Scouts, Assistant County/Area Commissioners for Beaver Scouts and a number of other members, since the appointment of the current National Commissioner for Beaver Scouts in February 2005.

The document seeks to clearly identify the areas of work that the National Commissioner for Beaver Scouts and Support Team members intend to focus on; initially over the coming three years. It is anticipated that areas of work may be amended during this time and therefore this document should be considered as a working document, the content of which is current as of the version date.

Four broad areas of work have been identified:

- Practical and tangible support that can be provided to ACC and AAC Beaver Scouts.
- Work that can be undertaken to develop membership to the Beaver Scout Section, including the recruitment and retention of adults.
- Development of communication tools that will facilitate more effective communications with our members. The primary focus being on communicating with adults, but a secondary focus has been placed on communicating with young people.
- Developing, delivering and encouraging practical programme support, both directly and via local support structures, with a focus on making it as easy as possible for Colony Leadership Teams to offer quality programmes to young people.

Areas of work are not detail in order of priority; but rather in logical groupings with currently identified target groups and timescales. The National Commissioner (Beaver Scouts) Support Team will implement the priorities defined by Committee of the Council and Programme and Development Sub Committee throughout their work.

Peter Oliver
National Commissioner for Beaver Scouts

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1. ACC / AAC Beaver Scouts Support

Below are the areas of work that will be core to the support provided to Assistant County/Area Commissioners for Beaver Scouts by the NCBSST. Additional support, as requested or required, will still be provided on an ad-hoc basis, for example, attendance at County/Area Leadership support events and events for young people.

| Area of Work | Description of Work | Target Group | Timescale |
|---|---|---|---|
| 1.1. Communication and Consultation Meetings and Country Conferences / Workshops | <p>The NCBSST attend regional communication and consultation meetings by invitation of the relevant Chief Commissioner and County Commissioners.</p> <p>When invited to attend, the following actions will normally be undertaken to ensure that the attendance of the team is as purposeful as possible:</p> <ul style="list-style-type: none"> • NCBSST to agree the items for discussion/promotion for each 'season' of meetings • Communication sent to the panel chair to inform who will be attending and to ask for relevant items to be added to the agenda; • NC/ST Member to attend and deliver agreed information and support material and answer/note any questions; • NC/ST Member to complete feedback form and distribute accordingly. <p>The National Commissioner for Beaver Scouts will aim to attend a meeting of each region on every other occasion, with Support Team members attending the other meetings.</p> | 1) ACC and AAC Beaver Scouts 2) County Scouters supporting the Section 3) Other adults invited to attend panel meetings | Ongoing attendance at approximately 10 meetings per year. |
| 1.2. ACC/AAC Beaver Scouts Information Days | <p>In order to provide enhanced support to Assistant County/Area Commissioners for Beaver Scouts an Information Day will be held at least once a year.</p> <p>The day will be aimed at those who have been recently appointed or would like some support or direction with their role. The sessions provided will include supporting adult recruitment, communication, innovative programme support, HQ services etc.</p> <p>Each Information Day will normally take place at Gilwell Park to give those attending an opportunity to visit the Information Centre and look around the Activity Centre, although other venues will be considered.</p> | 1) ACC and AAC Beaver Scouts 2) County Scouters supporting the Section | Annual, taking place around the first weekend in October. |
| 1.3. Online Support Forum | <p>The need to provide relevant support documents electronically is becoming greater and greater. An example would be the sharing of materials following attendance at a Communication and Consultation meeting or the distribution of tools designed to help ACCs/AACs in their role.</p> <p>Work will be undertaken to provide an online support forum as part of the Scouts.org.uk Portal and a trial is due to commence shortly. The team are already working with the Membership Services team to provide this facility on a trial basis.</p> | 1) ACC and AAC Beaver Scouts 2) Support Team Members | Develop Forum: Sept to Oct 2005 Launch: November 2005 Trial: Throughout 2006 |

ACC/AAC Beaver Scouts Support Continued...

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| <p>1.4. Team Briefing Conference Call</p> | <p>This conference call is being considered as a method of keeping ACCs/AACs better informed on Section developments and to strengthen the National focus for those involved in supporting the Section.</p> <p>The format and frequency are to be discussed within the NCBSST and consideration needs to be given to the cost.</p> <p>The opinions of ACCs/AACs will be sought at the time of distributing version 1.0 of this document in December 2005.</p> | <p>1) ACC and AAC Beaver Scouts 2) Support Team Members</p> | <p>To be confirmed</p> |
| <p>1.5. Sectional Support Newsletter</p> | <p>The decision was taken not to continue to produce Programme Points, given that there were a number of valid issues associated with the production. However, it is evident that ACCs/AACs still have a requirement for a formal channel of communication and their preference at the moment is a newsletter/bulletin.</p> <p>The National Programme Team is currently considering the best approach to such communications and the NCBSST will need to consider the outcome of these discussions.</p> | <p>1) ACC and AAC Beaver Scouts – for wider distribution</p> | <p>To be confirmed</p> |

2. Membership

Below are the areas of work that the NCBSSST have identified as being key to the growth in membership of the Beaver Scout Section, both in terms of increasing the number of adults and young people.

| Area of Work | Description of Work | Target Group | Timescale |
|---|--|---|---|
| <p>2.1. Adult Recruitment Tools for Section Leaders</p> | <p>There are a number of resources available to support the recruitment of adults. It has been identified that more support and direction is required to ensure that Section leaders are properly equipped to deal with the situation when a potential new adult offers their help.</p> <p>It is intended that the NCBSSST will work with the current material to establish how its use is best supported within the Section and provide direction to local support structures.</p> | <p>1) Colony Leadership Teams 2) ACC and AAC Beaver Scouts 3) ADC Beaver Scouts</p> | <p>Timescale currently being progressed</p> |
| <p>2.2. Management and Reduction of Waiting Lists</p> | <p>The 2005 membership census indicated that there were over 20,000 young people aged between 6 and 8 years, waiting for a place in a Colony. There will obviously be additional young people, below the age of 6 years, but these figures are unknown.</p> <p>The NCBSSST intend to undertake work with Colony Leadership Teams to ascertain what would help them to reduce their waiting lists. Is it simply that they need additional adults to help them run Colonies, or are there any other inhibiting factors. An example is that Beaver Scout indoor ratios have already been identified as placing a restriction on the number of young people that can be present in the Colony. It is understood that a number of Colony Leadership Teams are of the opinion that they could safely increase the number of Beaver Scouts in their Colony, marginally, but are prevented from doing so by the current ratios and perceived unclear guidance.</p> | <p>1) Colony Leadership Teams 2) ACC and AAC Beaver Scouts 3) ADC Beaver Scouts</p> | <p>Research to take place during 2006.</p> <p>Ratios paper presented to P&D Sub Committee in Oct 2005 and is due to be represented in Jan 2006.</p> |
| <p>2.3. Encouraging Co-Education</p> | <p>Following the distribution of the 'One Movement Working Together' publication, awareness has been raised about the move towards a fully coeducational movement – with a focus on January 2007.</p> <p>The NCBSSST have identified that this matter needs to be raised with ACCs/AACs in an attempt to prepare them for the questions and situations that they may face. This will help to ensure that they are in a position to encourage coeducation locally. The team will also focus on ensuring a coeducational representation in publications and articles in Scouting Magazine and the Beaver Scout supplement.</p> | <p>1) Colony Leadership Teams 2) ACC and AAC Beaver Scouts 3) ADC Beaver Scouts</p> | <p>This work is ongoing</p> |

3. Communication

Below are the areas of work that the NCBSST have identified as being necessary to improve general communications, primarily with all adults involved in the Section, but also to young people. The focus on improving communications is with the intention of increasing the timely and relevant Section specific support received by members.

| Area of Work | Description of Work | Target Group | Timescale |
|--|---|--|---|
| 3.1. Beaver Scout Supplement to Scouting Magazine | <p>The first six issues of the Beaver Scout supplement seem to have been very well received by Colony Leadership Teams.</p> <p>The NCBSST have identified the following actions, towards developing the content of the supplement:</p> <ol style="list-style-type: none"> 1. Consult with recipients of the supplement as to how relevant and useful they have found the content; 2. Identify issues that could be addressed within the supplement to increase the amount of direct support that is delivered to Colony Leadership Teams; 3. Identify whether the main contributors would welcome some additional direction for content, from the team, to ease the pressure that is placed on them. <p>The team have identified that the current content deadlines, whilst acknowledging the need for them, are perhaps too far in advance of publication dates. This makes it difficult to use the supplement to effectively communicate in a timely manner. The team intend to work with the Creative Services Team to progress this.</p> | <ol style="list-style-type: none"> 1) Colony Leadership Teams 2) ADC Beaver Scouts 3) ACC and AAC Beaver Scouts | <p>Consultations to take place during early 2006</p> |
| 3.2. Beaver Scout Pages of the Scouts.org.uk Portal | <p>The current focus of the Beaver Scout pages on the Scouts.org.uk Portal is on providing appropriate information and activities for Beaver Scouts. This work will continue and the NCBSST will consider a longer term plan for the regular content updates and a shorter term plan on how to make the pages more interactive for Beaver Scouts.</p> <p>In the future, the team are aware that the focus will widen to include the content that is currently available on ScoutBase. The implication being that the pages will need to cater for both adults and young people. Work will be undertaken with Marketing and Communications Team to establish a timescale for this and to provide the relevant content, when necessary.</p> | <ol style="list-style-type: none"> 1) Beaver Scouts 2) Colony Leadership Teams 3) ADC Beaver Scouts 4) ACC and AAC Beaver Scouts | <p>Beaver Scout web pages now in place and updates ongoing</p> <p>Expansion of scope timescale currently being progressed</p> |
| 3.3. Membership Management System | <p>The Membership Management System has been identified by the NCBSST as a tool that will facilitate many of the existing needs for electronically communicating, primarily with Colony Leadership Teams.</p> <p>The team intend to work with the Membership Services Team and the Marketing and Communications Team to establish some principles for using the system to communicate with adult members involved in the Section.</p> | <ol style="list-style-type: none"> 1) Colony Leadership Teams 2) ACC and AAC Beaver Scouts 3) ADC Beaver Scouts | <p>Timescale currently being progressed</p> |

4. Programme Support

Below are the areas of work identified by the NCBSST, as being tangible and practical areas of support for the Beaver Scout programme that can be delivered by the team.

| Area of Work | Description of Work | Target Group | Timescale |
|--|--|--|---|
| 4.1. CheckOut the Programme | <p>Since 2004, the NCBSST have been undertaking research within CheckOut the Programme to evaluate the current programme and identify areas that could be tweaked to deliver improvements. These areas have been identified and proposals have been approved by the Programme and Development Sub Committee.</p> <p>The team now need to work under the umbrella of NPT to ensure that the requirements for new and amended awards and badges are ready to be delivered, as agreed, to the movement and in a suitable language for young people.</p> <p>Work will then be required to support the changes that have been made and to ensure that Colony Leadership Teams are made aware of them. There will also be work to undertake in ensuring that local support structures are prepared to support the changes.</p> | 1) Beaver Scouts 2) Colony Leadership Teams | Timescale currently being progressed |
| 4.2. Adult and Youth Resources | <p>During the time of CheckOut the Programme, a review of the current adult and youth resources to support the programme was undertaken. The proposed amendments to these resources have also been approved by the Programme and Development Sub Committee.</p> <p>The NCBSST will be involved in managing and supporting the process to deliver the amended resources, again under the umbrella of NPT. The significant involvement of the team is likely to be during the writing and editing phases of the process, rather than the design and production.</p> | 1) Beaver Scouts 2) Colony Leadership Teams | Timescale currently being progressed |
| 4.3. Activities for Beaver Scouts... 'Join the adventure' | <p>The NCBSST have identified a slight resistance amongst some Colony Leadership Teams to introduce more adventurous activities, suitable for Beaver Scouts, in to their programmes – despite a desire from Beaver Scouts to undertake them.</p> <p>Currently, the team have reproduced some of the material that was written for the 'Urban Outdoors' resources and are promoting such activities. This support is to continue throughout the 2005/06 Communication and Consultation meetings and via the Beaver Scout supplement to Scouting Magazine.</p> | 1) Beaver Scouts 2) Colony Leadership Teams 3) ACC and AAC Beaver Scouts 4) ADC Beaver Scouts | This work is ongoing and has been undertaken at Gilwell Reunion as well as Communication and Consultation meetings. |

Programme Support Continued...

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| <p>4.4. Programmes Online</p> | <p>The Programmes Online project will deliver an electronic service to adult members, by delivering complete programmes with associated resources over the Internet. The NCBSST will need to support the introduction of this service to members and encourage the use of it.</p> <p>Although it is intended that this content will be provided by a group of contributors, some input may be required from the team.</p> | <p>1) Colony Leadership Teams 2) ACC and AAC Beaver Scouts 3) ADC Beaver Scouts</p> | <p>Expected to be available from: March 2006</p> |
| <p>4.5. Join in Centenary Resource and Centenary Celebrations</p> | <p>The UK Events and Activities Team within Scouting 2007 are producing a Join in Centenary resource for each Section, in partnership with the National Programme Team.</p> <p>Once available, the NCBSST will have a role in promoting and monitoring the use of the programmes ideas and associated support material. The team may also have a role to play in supporting appropriate Centenary Celebrations.</p> | <p>1) Beaver Scouts 2) Colony Leadership Teams 3) ACC and AAC Beaver Scouts 4) ADC Beaver Scouts</p> | <p>Resource Available: Oct 2006</p> <p>Active Promotion: Oct 2006 to Nov 2007</p> |
| <p>4.6. Sponsored Programme Material</p> | <p>The Commercial Partnerships team work to establish relationships with external organisations and put in place sponsorship arrangements that often see the creation of programme support material, for a particular area of the programme.</p> <p>The NCBSST have a role in supporting the work of Commercial Partnerships to ensure that any such material for the Beaver Scout Section is appropriate for the intended audience. Additionally, at times, the team will need to provide content or constructive feedback and, currently, the National Commissioner must give approval for all such resources.</p> | <p>1) Beaver Scouts 2) Colony Leadership Teams</p> | <p>This work is ongoing and closer links should be sought to identify forthcoming sponsorships.</p> |
| <p>4.7. Review of Beaver Scout Sleepovers</p> | <p>Since the introduction of Beaver Scout Sleepovers, the rules and guidance that has been associated with them has not been reviewed. The NCBSST have received a number of comments, observations and questions linked to Sleepovers that require some time to be allocated to the matter.</p> <p>The team consider that a review of Beaver Scout Sleepovers would help to ensure that the guidance is still relevant. It will be necessary for the review to be thoroughly planned before being undertaken.</p> | <p>1) Beaver Scouts 2) Colony Leadership Teams 3) ACC and AAC Beaver Scouts 4) ADC Beaver Scouts</p> | <p>Timescale currently being progressed</p> |
| <p>4.8. Review of Beaver Scout Factsheets</p> | <p>A number of fact sheets have been produced over time to support various areas of the Section. It has been identified by the NCBSST that some of the content may not be as relevant as it once was and that there may be the need for additional factsheets.</p> <p>The team will conduct a review of all existing factsheets and consult over new factsheets that may be needed by Colony Leadership Teams or supporters of the Section.</p> | <p>1) Colony Leadership Teams 2) ACC and AAC Beaver Scouts 3) ADC Beaver Scouts</p> | <p>Timescale currently being progressed</p> |