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Welcome

The Adult Support teams have been very busy since our last newsletter. The Fellowship Team have been promoting Fellowships providing active support to Scouting, whilst the Adults in Scouting Team have been researching your views on Adult Support publications and preparing to produce a consolidated set.

In addition to this, we have all been very busy pulling together the final aspects of the new adult training scheme in preparation for the Training Managers' Conference in Warwick over the weekend of 20-21 September. There were more than 400 people attended the weekend who believe in Scouting, and came to play their part in shaping its future.

The weekend was one step in a journey, which started four years ago. It has required us to ask ourselves searching questions about how and why we do what we do and has challenged us to find better ways for the future. However it has also been a journey which has served to remind us that we have been, and still are doing many things well.

The reality is that we are already giving good Scouting to thousands of young people and we are already giving good training to thousands of adults. The weekend was not about making training 'good', it was about making training even better and was ultimately about helping even more people to enjoy even better Scouting.

Over the weekend, people were given the opportunity to work thorough different aspects of the scheme, in most cases with those who have been responsible for developing it.

There has been a huge amount of work in the production of more than 50 publications and resources, including the training material necessary to deliver the scheme, guides to the trainer modules, and the final versions of the draft publications people received last year. The material distributed over the weekend totals more than one thousand printed pages.

At the workshops last Autumn we promised that the materials needed for the scheme would be ready, and they are - and I would like to personally thank everyone involved for the high quality of their work and the massive amounts of time they have given.

We also promised a range of delivery methods and so in addition to producing short courses, and workbooks we have produced the *Essential Information* and *Changes in Scouting* modules in video and DVD formats.

The first two e-learning modules, *Providing a Balanced Programme* and *Essential Information* have been produced. I am personally very excited about this

leading edge method of learning and the ability we now have to deliver training to people at a time and place of their choosing. We have shown the material to a number of people and the universal comment is that the quality of what has been produced is excellent.

We are in a fast changing world and we need to be responsive and adaptable to embrace these changes. By being proactive in our approach to learning we will be able to ensure our training programme continues to evolve to meet the needs of individuals, as well as the ever changing needs of our young people.

The development of new materials will continue to progress over the years to come. A number of workbooks are already under development and we have secured additional funding from the Committee of the Council for at least one more module to be supported by e-learning, and as well as this we will be producing further video and DVD's. Please keep talking to us, as your feedback is essential in identifying the future developments to the scheme, as part of the rolling review of modules agreed by the Committee of the Council.

You have already been preparing. You have agreed to do your role, for instance. You might have recruited others, or agreed structures. Whatever you've done, you been helping to prepare the way, doing things that will give the scheme the best chance to grow back home. It is a scheme that will develop and mature as Scouting does. More importantly, it will develop and mature to reflect the needs of individuals.

That growth starts here, with all of us. This is our chance to make a difference.

Thank you.



Richard Wade
National Commissioner for Adult Support



Scout Fellowship

Welcome to the second AS News and the Scout Fellowship section. I am sure that you are all well in to the swing of a new Scouting year. Of one thing I am sure, the Scout Fellowship is very reticent about shouting about the successful job they do providing active support. To this end I thought it would be a good idea to use these pages to highlight some of the good work that is going on around the country. To start with I have asked Richard Hyland, who is an ADC SF in Birmingham and a member of the Support Team, to write about his own area and the work that goes on there.

From our correspondent

"As an ADC (Scout Fellowship) in Birmingham, I often broadcast the message about Scout Fellowships providing active support for the youth Sections of the Movement. I am asked to give examples of such support, as many people are unaware of the role the Scout Fellowship takes in the activities provided by the Districts/County. Here are a few examples of activities where a Scout Fellowship has taken the lead role.

Every March, a hike is arranged on Cannock Chase by Scout Fellowships in the Sutton Coldfield area. This is no normal hike. It is an endurance hike of approximately 40 miles of some of the toughest terrain in England, which has to be completed within 12 hours. This is a massive undertaking, as over 1000 participants from all over Britain take part, from the super fit to the less so. There are even "mini" hikes for those of Scout age or those who prefer something less strenuous. Checkpoints are essential for marshalling, refreshments, first aid and even finding those that are lost. Many of these are manned by members of other Scout Fellowships in and around Birmingham and is so well supported that the same Fellowships turn up year after year.

OK, but what about the week in week out Section programme? Fellowships within the District have many Members who are also Section Leaders and by pooling our resources we are able to provide ideas and skills to help those Leaders plan their programmes, knowing that they have the back up of others with experience and skills that they may not have. Other Members of the Fellowship have become Skills Instructors of abseiling, pioneering etc. and have become authorised We also have qualified Range Marshall's for rifle shooting and archery. Other Members who have chosen to no longer hold a warrant have years of experience which is a resource that is tapped into by Leaders in our District and they often demonstrate their skills at Section meetings, activities or camps.

These tend to be occasional sessions, I hear you say. I agree and that is part of the flexibility of the Scout Fellowship that attracts many of its members - the ability to help wherever and whenever they have time to commit. However, we do have some good examples of where members of the Fellowship do their bit on a regular basis. Two such examples are our District Explorer Scout Administrator and almost the entire Appointments sub-Committee.

If we cast the net a little further, our ACC (Special Needs) has recently started a Scout Group at our local

Children's Hospital. This is a regular commitment and a highlight during many children's stay in hospital. A number of Fellowship Members have volunteered their services and are committed to these hospital visits. Dependent on their condition, some children are not even allowed out of bed and these cases need one to one Scouting. The manpower requirement far exceeds that of a normal Section meeting and the Fellowship's time and commitment is crucial.

Richard Hyland ADC (SF) East Birmingham

We know there are some other excellent examples of good practice out there. Please let us hear about them, stop hiding your light under a bushel and let the other Sections know what we can offer them.

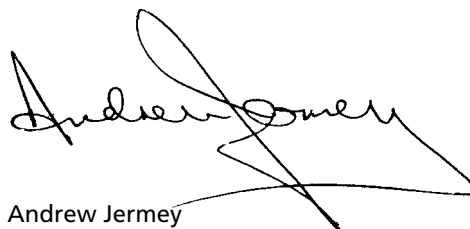
New Adult Training scheme - flexible learning

The detail of the new look Adult Training Scheme was launched to County, Regional and Country Training Managers on 20/21 September. Of vital importance to the success of the new scheme is the role of Training Adviser. We certainly believe that this is an important role that could be played by suitably experienced members of the Scout Fellowship.

Scout Fellowship members have a potentially large role to play under this new scheme as many have the knowledge and experience that would ideally suit them to the role. A Training Adviser needs to be familiar with the Association and its values, purpose and methods, and in this way Scout Fellowship members have the potential to actively support the scheme and adults undertaking a new role. They, along with all Training Advisers will have to complete module 1, Essential Information and module 25, Assessing Learning.

Please encourage County Training Managers and Local Training Managers to look at the Scout Fellowship as a resource for suitable people to become Training Advisers.

Thank you for all you continued hard work providing active support. Please feel free to contact me via Gilwell Park or andrew.jermey@scoutbase.org.uk



Andrew Jermy
National Commissioner (Scout Fellowship)

Adults in Scouting

Since the last mailing in June, the Adults in Scouting Working Group has been discussing and working on quite a variety of areas that are detailed below.

Thank you to those of you who returned *A Question of Support* questionnaires. The feedback on the resources that currently support the Adults in



Scouting model will help us in the next step of the work which is to produce publications that are easily accessible and easy to use.

The plan is to consolidate what is currently available and turn them into step-by-step guides to supporting adults. If you would like to be involved in the writing, editing or proof-reading of these publications, please contact the **Adult Support Office** at Gilwell Park.

Appointment sub-Committees

The new guidelines and training material for Appointment sub-Committees were finalised in July, and a copy of each sent to every County / Area and District Commissioner. The feedback we have received so far has indicated that they have proved very useful in updating Appointments sub-Committees on developments in policy and the new Adult Training Scheme. Copies are available print-to-order from the **Information Centre** for £2.50 each.

Support for Executive Committees

Research has started on the support available for Executive Committees and other Administrators, with a view to updating the resources available, and providing training material if necessary. We would like to find out how Executives are currently supported, and what extra help we can provide to ensure they carry out their role effectively.

If you have any views on how this support could be improved, then please feel free to email your comments to adult.support@scout.org.uk.

Long term research

One of the aims of the Adults in Scouting Working Group is to improve the retention of adult volunteers in the Movement. Most anecdotal evidence suggests that the best way to achieve this will be to ensure that all adults in Scouting are well supported and happy in their roles.

The Working Group have been putting together proposals for a long term research project that will look at how well adults are supported, and compare data collected on a regular basis. The proposal includes using this information to measure the impact of resources and support produced, and to guide the focus of work for the group in the future.

Taking these proposals forward will be one of the key pieces of work for the group once the new

publications are produced. As with all areas of the group's work, we welcome suggestions and comments from all adults in the Movement, so please get in touch with the **Adult Support Office** at Gilwell Park to have your say.

Job Descriptions

One of the aims of the Working Group is to draw together a set of job descriptions that are standard in layout and design, and are easily available. Each job description will identify the suggested tasks for that role, and provide space for the individual to agree specific tasks with their line manager.

These will be produced and made available in batches. The first batch have been drafted, and are currently being commented on by various Support Teams. Once they have been finalised they will be available from the **Information Centre** as factsheets, and available to download from **ScoutBase UK**.

Tim Kidd

Adults in Scouting Working Group Chair



Adult Training

Well, we made it. We delivered everything we promised and from the reactions we have received you all enjoyed the conference and are now keen to get down to work. Thank you for all your enthusiasm and commitment and we look forward to working with you over the coming months as the new scheme is rolled out across the United Kingdom and beyond!

We will be trying to support you in a variety of ways. The Adult Training Team will be individually providing support to Counties and Areas; we are happy to visit or be on the end of the telephone, whichever you wish. In addition I hope you will find opportunities to work together and share experiences, your regional meetings should give some chances to come together. No doubt you realised the value of the networking opportunities at the Conference and it would be good

to continue to use the networks you started. Please keep the office in the loop as you get to grips with the scheme, particularly as you continue to recruit your Training Advisers. We want to share the good practice from around the country so please tell us about your experiences.

Over the next few months we will be producing new workbooks and, as at the launch, you will receive your two free copies per County/Area so keep building the shelves! We will also be starting work on the next e-learning module. This will be Tools for the Job and is likely to cover the modules for both Section Leaders and Managers.

Shortly, the Moderation Panel will start getting itself into gear. It has a crucial role in ensuring the quality of the training and learning we are now offering. You will be hearing more about their work and the mechanisms we will be putting into place as they become clearer, so look out for the details. I would also draw your attention to the OCN (Open College Network) briefing sheet which is enclosed with this newsletter.

The Programme and Development sub-Committee recently discussed the issue of Learning and Skills Council funding and a letter will be sent to County Training Managers and County Commissioners shortly. At the time of writing we have another meeting scheduled with the Learning and Skills Council this week so we will wait until after that meeting to send more details.

The trial of the Membership Services system is about to come on line and this presents an issue for those of us involved in training. The team's advice to us is that we should not assume that any database that you currently have will be able to upload data to the new system, so please don't waste too much time setting up your own database because when the System goes live to the whole Association, you will need to enter everything again. We have included with this newsletter a paper based form which contains all the fields that the new system will require to assist you in the meantime.

As many of you are aware, the Adult Training pages of ScoutBase UK are still 'under construction'. Over the next few months we will bring some new pages on-line so please give us your feedback as they appear.

As of January 2005, all Warranted adults in Scouting will need to hold a valid First Aid certificate in order to be awarded their Wood Badge and to renew their Warrant. First Response is the minimum. In recognition of the existing knowledge of adults regarding First Aid and the time pressure many find themselves under, in July 2003 it was agreed that holders of First Response would be able to renew their certificate through attendance at a two-hour refresher course. This is as an alternative to attending the full six-hour course. This means that where First Response refresher courses are run jointly with Girlguiding UK, adults in Scouting will now be able to attend. Further information

will shortly be available in *Scouting Magazine* or alternatively via the Scout Information Centre.

There has been some confusion over the child protection training requirement in the *Essential Information* module so hopefully I can clear this up for you now. There are two options for training in this area. Firstly you can run option one from the training material which involves a short introductory training session followed by taking part in the NSPCC *Keeping Children Safe* distance learning programme. Alternatively there is a longer section (option two) in the training material that includes the same introductory material followed by some more detailed training. If you choose to run the second option it is not necessary to register the participants on the *Keeping Children Safe* programme as well (although this should be encouraged as best practice). There are of course two distance learning options for the module either to watch the video or alternatively to complete the e-learning CD-ROM. Again neither of these options require the participant to register for the *Keeping Children Safe* programme, although this should be encouraged as best practice.

If you have any further questions on this please do not hesitate to contact the Adult Training Office.

Finally, we would like to receive your comments on the scheme. We need to hear about your successes and the difficulties that occur - if you e-mail these to the office they can then pass them to your support person, but they can also start to build a national picture to help us to see how things are going.

Good luck everyone, and I hope it is not too early to wish you a very happy Christmas and an exciting, dynamic New Year!



Sally Yeo

Adult Training Working Group Chair



Images included in this newsletter are from the Training managers' Conference