



## So Young Leader training counts for what?

Guidance for Explorer Scout Young Leaders, Leaders and Training Advisers on how the Young Leaders' Scheme can be recognised within the Adult Training Scheme.

## Introduction

The recognition of prior learning is one of the key principles of the Adult Training Scheme.

This means that adults should not have to re-learn things that they already know or be re-taught things that they can already do.

Across the UK, around 45% of new volunteers have come through the Movement; these are often Explorer Scout Young Leaders who have worked with sections moving into adult leadership roles.

It is crucial to recognise that these Explorer Scout Young Leaders will have a wealth of knowledge, experience and energy picked up through their time as an Explorer Scout Young Leader and may also have evidence that they can use towards the validation of an adult training module.

This booklet is designed to provide some guidance for Explorer Scout Young Leaders, Leaders and Training Advisers on how the Young Leaders' Scheme and this prior learning can be used as part of the Adult Training Scheme.

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The tables below give advice on where the learning of the Young Leaders' Scheme can relate to objectives in the Adult Training Scheme.

**Note: It is important to remember that completion of the Young Leaders' Scheme cannot be used to automatically validate any adult modules.**

**The participant still must show how their knowledge is applicable to their new role and validate their modules in the same way as others.**

## Induction Modules

Induction Mentors support the adult induction process, in partnership with the line manager (usually the Group Scout Leader or District Explorer Scout Commissioner) and the District Appointments Secretary.

### Module 2 – Personal Learning Plan

Although an Explorer Scout Young Leader will not have had a PLP, reviewing the modules and missions that have been completed during the Young Leaders' Scheme will provide an excellent starting point to establish what the learner already knows and learning that still needs to be completed for this module.

The learners' Training Adviser will create a PLP which is personalised to the individual, and takes account of their work or studying commitments. The PLP should be achievable within three years, and be supportive to the learner by planning the most essential learning closer to the beginning of the appointment.

### Module 1 – Essential Information

Learners should complete the online module from <http://members.scouts.org.uk/learnersresources>

### Module 3 – Tools for the Role (Section Leaders)

Learners should complete the online module from <http://members.scouts.org.uk/learnersresources>

### Module 4 – Tools for the Role (Managers)

Learners should complete the online module from <http://members.scouts.org.uk/learnersresources>

# Training for All Appointments

## Module 12A – Delivering a Quality Programme

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
Explain how a quality programme meets The Scout Association's Purpose and the needs of young people across all section	Module G/H – understand the concept and importance of having a balanced programme	Learners could use a Programme checker as part of the evidence here
Outline the key elements of the programme for all sections, including the various awards, challenges and badge	Module G/H – identify the key elements of the section programmes, including challenge awards, requirements for completing the top awards, requirements for completing the top awards and stages badges.  -Know what the Chief Scout's Awards are	
Understand the role of reviewing the programme in supporting and enhancing it	Module I – describe the techniques available to review a programme at regular intervals	
Understand the importance of young people shaping their Scouting experience	Module I – understand how Young Leaders can take part in programme planning forums	The learner may have been a young person in Scouting, so they should have experience of being involved in programme planning forums. Mission 3 may also provide evidence that can be used as part of the validation.

## Module 5 – The Fundamentals of Scouting

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
Show how the Purpose, Values and Methods of Scouting have been incorporated in to the programme to meet the needs of the youth members of all sections	Module A – summarise the purpose and methods of Scouting	
Deliver a scouting event (e.g. Camp, Scout's own) accessible to people representing different faiths and beliefs	Missions 1, 2, 4	The Young Leaders may have completed the requirements here through completing their Missions 1,2 or 4, they will need to provide context and evidence of the activity undertaken and be able to show how it they considered and implemented the activity making it accessible to all faiths and beliefs

## Module 7 – Scouting for All

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
Demonstrate an understanding that Scouting is available to all young people, regardless of their needs.	Module F - Explain how to change programmes to suit the needs of all young people within the section.	If the learner has had to plan an activity or event as part of the Young Leaders' Scheme and has had to amend it to make it accessible to all young member, this evidence can be used to aid with validating this module.
Plan actions to develop inclusive Scouting in your section or community.	Module H – assess awards and badges on the basis of 'personal best'	In addition to the learning that would have been completed in the Young Leaders' Scheme it would be beneficial for the learner to explore and reflect on all strands within the associations Equal Opportunities Policy

## Module 11 – Administration

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
Demonstrate accurate and appropriate maintenance of administration and financial records relevant to your role, in accordance with Policy, Organisation and Rules and the Data Protection Act	Mission 4	The learner may have completed mission 4 where they may have run an activity and or camp where they would have taken a role in administering the event including finances and activities. Learners will have to provide evidence for this and explain how it is relevant to their role

## Module 10 – First Aid

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
First Response Certificate	Module K – Attend a First Response course or hold Stage 5 Emergency Aid Badge.	The Stage 5 Emergency Aid Badge exceeds the requirements of First Response.

## Module 6 – Changes in Scouting

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
<p>Create and deliver a presentation on the History of Scouting to adults or young people new to Scouting</p> <p>Create and deliver a game or activity on the History of Scouting to adults or young people new to Scouting</p>	<p>Mission 1, 2, 4</p>	<p>Elements of this will be covered if the learner has completed a number of its Young Leader missions. The learner will need to provide evidence of such activities.</p>

# The Programme:

## Module 12B – Programme Planning

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
<p>Understand the importance of using a variety of methods to generate exciting and relevant programme ideas</p>	<p>Module G – Concept of a Quality Programme</p> <ul style="list-style-type: none"> <li>-Demonstrate how to plan a meeting based on a particular Challenge Area</li> <li>-Know what Chief Scout's Awards are</li> <li>-How Participation Awards can be used to recognise participation in the programme</li> </ul> <p>Module H – Plan a quality Programme a three-month period</p> <ul style="list-style-type: none"> <li>-Range of programme planning techniques</li> <li>-How Moving-on Awards improve links between sections</li> <li>-Assess awards and badges on the basis on personal best</li> </ul>	<p>If the section that the learner is different to that they were with as a Young Leader, further learning may be required</p> <p>Although the Adult Training Scheme does not cover learning about the badges and awards specifically, the prior knowledge gained in the Young Leader module will be useful for programme planning techniques</p> <p>Learners should be aware of the 7 key point of Youthshaped Scouting</p>
<p>Understand the importance of planning and reviewing a programme to ensure that it is delivered at a high quality.</p>		<p>The knowledge learnt as a Young Leader should provide the evidence on how they will adapt their programme to improve it for the future</p>



## Module 17 – Running Safe Activities

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
Understand the importance of regular activities as part of a balanced programme	Module H – Considerations needed to plan an run regular activities	
Understand the safety aspects of providing activities	Module A – Explain why it is important to provide activities safely and necessary to carry out risk assessments	
Explain how Policy, Organisation and Rules and activities fact sheets detail the requirements and provides guidance on a wide range of Scouting activities	Module A – Explain the importance of POR, how to access it and how it affects their actions as a Young Leader.	The extent of the learning that may have been covered will depend on the method used throughout the Young Leaders Scheme.

## Module 18 - Practical Skills

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
Describe effective methods of learning for adults and young people	Module C – Pass on skills to younger people	
Be able to pass on skills to young people	Module C – Demonstrate skills	Any evidence of mission 3 regarding the running of section forums can be used as part of the validation of this module.
Use one of your new or developed skills in your Scouting role	Module C – Demonstrate skills	

## MODULE 16 – Introduction to Residential Experiences

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
Assist with the planning and supporting a residential experience and describe or show evidence of your role	Mission 4	The learner may have completed mission 4 of the Young Leader Scheme, they will still need to provide evidence of such an event and meet the requirements as detailed in the Adults' personal file

## Module 19 - International

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
Plan and run an international themed event or activity for young people	Module H – Plan a programme for a section evening around a theme from the challenge areas	The learner may have completed an activity for their Mission 3 which will provide evidence of such planning and thought.

# THE PEOPLE

## MODULE 14 – SUPPORTING YOUNG PEOPLE

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
Outline how your section provides a supportive environment for young people	<p>Module C – understand and be able to talk about how young people learn effectively</p> <p>Module D –Understand different types of behaviour</p> <p>-Understand and talk about the causes and triggers that can lead to different types of behaviour</p>	It should be understood that although the Young Leader may have the skills and the understanding of dealing with areas as mentioned that they may not have ever put these skills into practice and that the role they take as a Young Leader would be different to that of an Adult Leader
Show evidence of communicating appropriately with young people as part of their role	<p>Module C- -Demonstrate an ability to pass on skills to younger people</p> <p>-understand and talk about different learning skills</p> <p>Module J – explain how tone and body language can affect how you communicate with others</p>	
Show evidence of responding effectively to issues affecting young people in the section	Module D- demonstrate a number of tools or methods that could be used to manage behaviour	

## Module 15 – Promoting Positive Behaviour

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
Explain what is meant by challenging behaviour in a Scouting context	Module D – Understanding different types of behaviour	
Explain the principles and strategies of promoting positive behaviour in the section	Module D – Methods that can be used to manage situations involving challenging behaviour	The learner may want to revisit this topic, now being an adult leader.
Work in partnership with young people to define and agree acceptable standards of behaviour, to be followed by young people and adults in the section	<p>Module D – Explain how Young Leaders can assist with managing behaviour in the section</p> <p>Module J – Understand how important effective communication is between leaders and the young people in their sections</p>	
Recognise possible causes and triggers of challenging behaviour	<p>Module D – Causes and triggers</p> <p>Module J – Adapt your communication style to suit the activity or situation.</p>	
Identify methods of de-escalating and managing situations involving challenging behaviour	Module D – Explain how Young Leaders can assist with managing behaviour in the section.	
List where to obtain additional help and support	Module D – Explain where further assistance can be obtained, and when to involve adults	<p>The learner needs to make sure they understand how their new role as an adult leader differs from that of a Young Leader.</p> <p>Where support can be sought is covered in the Young Leaders' Scheme.</p>

## Module 13 – Growing the section

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
Describe effective ways to recruit and retain young people and adults.	<p>Module H – How Moving on Awards improve links between the sections</p> <p>Module I – understand why it is important to get feedback and input from young people within your section.</p>	Part of Module 13 is about the retention of young people and as Young Leaders moving into an adult role should have experience of this. Further learning may be required for the recruitment and retention of adult leaders.

## Module 8 – Skills of Leadership

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
Identify the range of leadership styles and situations in which the different styles might be appropriate. Identify their own predominant or preferred style of operation	Module B - Know their personal preferred type of leadership	The learner will have covered this as part of their Young Leader training, however they may wish to reflect on whether following their training and becoming an adult leader has meant they have adopted or adapted their method of leadership.

## Module 9 – Working with Adults

ADULT TRAINING OBJECTIVES	YOUNG LEADER TRAINING	EXTRA INFORMATION
Communicate effectively with both adults and young people as individuals and in groups.	<p>Module J - Effective communication between the leaders and young people in their section.</p> <p>-Effective listening skills.</p> <p>-How effective communications can be established.</p>	The learner will have covered most of this module's objectives. Learners however may want to review the theories behind communication, bearing in mind that it is dependent on their new roles.

## Training for Managers and Supporters

If Young Leader is taking on a Manager or Supporter role, thought should be given to the additional training areas that Manager and Supporter roles entail.

These are:

- Managing Your Time and Personal Skills
- Achieving Results
- Providing Direction
- Working with People
- Enabling Change
- Using Resources
- Safety

And three Skills courses;

- Skills of Management
- Meeting the Challenges
- Achieving Growth

Although none of these additional training areas match across to exactly to the training that Young Leaders will have done as part of their training, it is useful for both the learner and the validator to review areas that have been covered as part of their Young Leader learning modules a number of the techniques taught can be used to support in the validation of the additional training requirements.

## Evidence

Learners may have evidence to show what they did as an Explorer Scout Young Leader. This is not a requirement of the Young Leaders' Scheme or the Adult Training Scheme, so Training Advisers will always consider a range of different ways to validate including: observations, discussions, witness statements, photographs and videos, copies of programmes or plans, etc.

As part of their time as an Explorer Scout Young Leader, the learner may have kept a record using a Young Leaders Log Book. Copies are available electronically at [www.berkshirescouts.org.uk](http://www.berkshirescouts.org.uk) or by ordering via Karen Thurlow ([countyadmin@berkshirescouts.org.uk](mailto:countyadmin@berkshirescouts.org.uk)).

Learners may not be fully aware which modules or missions they have completed as an Explorer Scout Young Leader. The Training Adviser can ask the Explorer Scout Leader (Young Leaders) in a District, or the District Explorer Scout Commissioner, for this information. If you are unsure who to contact in your District, please contact Phill Wood, ACC Young Leaders ([youngleaders@berkshirescouts.org.uk](mailto:youngleaders@berkshirescouts.org.uk)).

## Appendix A

### The Young Leaders Scheme Modules:

YL Module	Name	Description
A	Prepare for take-off	Module A is all about getting started. It contains key information that Young Leaders will need to work with young people. The topics in this module are important to ensure that Young Leaders and the Beavers, Cubs or Scouts in the section are safe.
B	Taking the Lead	This module takes the Young Leader through the basic leadership styles and the role of a leader. They will learn about their own leadership styles and when and where they may need to change their style to deal with different situations. The Young Leaders will also learn to recognise the qualities of being a good leader in Scouting.
C	That's the way to do it!	As a Young Leader, they will be asked to demonstrate and teach new skills to others. This module is all about how making this fun for the Young Leader and for the young people in their section.
D	Understanding Behaviour	As a Young Leader, they will understand and come across 'challenging behaviour' in their section. This module helps the Young Leader to understand what can cause challenging behaviour and give them some useful tips on how leaders can work together to maintain good order at meetings
E	Game On!	Beavers, Cubs and Scouts love to play games. But games are more than just fun activities; they can be used to achieve many different things. This module offers lots of ideas for games, but will also help the Young Leader understand different types of games and when to use each type.



F	Making Scouting Accessible	Scouting is open to all young people and adults. We need to be aware of Scouts with additional needs so that we can make sure that they are kept safe, whilst being able to enjoy Scouting as fully as possible. This module is designed to help Young Leaders understand how to adapt the programme to ensure that Scouting remains accessible to everyone who wants to join. It also enables them to find out more about specific disabilities or conditions.
G	Programme Plans	In this module Young Leaders will learn that a Balanced Programme lies at the heart of Scouting, ensuring that young people participate in a varied series of activities, which will help them to develop and achieve their full potential.
H	Programmes Plans Plus	This module explains that a Balanced Programme lies at the heart of Scouting, ensuring that young people participate in a varied series of activities, which will help them to develop and achieve their full potential.
I	What did they say?	Successful leadership relies on good communication. This module helps the Young Leader to recognise the best method of communicating with others in a range of different situations, including leaders and young people in their section. They will practise different ways of communicating and learn which techniques to use and when.
J	Communicate it!	This module aims to make the Young Leader aware of the importance of direct communications styles and the impact that communication has on others. It looks at how the Young Leader can adapt their style to suit the appropriate audience.
K	First Aid Masterclass	This is the same level as the adult training First Response Training.

# Appendix B –

## Adult Training Scheme Module Matrix

### MODULE MATRIX

This is a summary of The Scout Association's Adult Training Scheme and ongoing learning. For further information on the training requirements for specific roles please refer to The Scout Association's Adult Training Scheme.



- All Appointments
- Section Leaders and Section Supporters
- 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.	<ul style="list-style-type: none"> <li>■ One to one</li> <li>■ Workbook</li> </ul>
Essential Information (01) Or Essential Information for Executive Committee Members (01E)	To provide all adults in Scouting with the essential information needed to get started in their role.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ One to one</li> <li>■ Small group</li> <li>■ e-learning</li> </ul>
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.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ One to one</li> <li>■ Small group</li> <li>■ e-learning</li> </ul>
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.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ One to one</li> <li>■ Small group</li> <li>■ e-learning</li> </ul>

Training For All Appointments		
Module	Aim	Methods
Delivering a Quality Programme (12A)	To provide Leaders, Managers and Supporters with information about how to deliver quality Scouting to young people, and how we ensure it meets their needs. This module is recommended as a priority.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ One to one</li> <li>■ Small group</li> <li>■ e-learning</li> </ul>
Fundamentals of Scouting (05)	To explore the Fundamentals of Scouting and the Religious Policy; and consider their relationship with the quality Programme delivered to young people.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ One to one</li> <li>■ Small group</li> <li>■ e-learning</li> </ul>
Scouting For All (07)	To provide an introduction to equal opportunities and practical advice about how to make Scouting inclusive for all.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ One to one</li> <li>■ Small group</li> <li>■ Workbook</li> </ul>
Administration (11)	To provide information and best practice on how to manage administrative tasks in Scouting, including responsibilities relating to the Data Protection Act, record keeping, finances and insurance requirements.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ One to one</li> <li>■ Small group</li> <li>■ Workbook</li> </ul>
First Aid (10)	To cover the skills and knowledge necessary to enable adults to manage an incident and provide basic first aid.	<ul style="list-style-type: none"> <li>■ External course</li> </ul>
Changes in Scouting (06)	To provide an overview of the Movement's history focusing on its development to meet the changing needs of society.	<ul style="list-style-type: none"> <li>■ DVD</li> <li>■ Factsheet</li> </ul>

### Section Leaders and Section Supporters

The Programme		
Module	Aim	Methods
Programme Planning (12B)	To provide Section Leaders with an opportunity to plan and review a sectional Programme including the use of a variety of methods to generate Programme ideas.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ One to one</li> <li>■ Small group</li> </ul>
Running Safe Activities (17)	To enable adults to plan and run exciting, safe and developmental activities for the young people in their section.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ One to one</li> <li>■ Small group</li> <li>■ Workbook</li> </ul>
Practical Skills (18)	To enable adults to gain and develop practical skills for the benefit of young people in their section.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ Small group</li> </ul>
Introduction to Residential Experiences (16)	To enable Section Leaders and supporters who may support residential experiences for young people, to understand the purpose that residential experiences play in Scouting.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ One to one</li> <li>■ Small group</li> <li>■ Workbook</li> </ul>
International (19)	To provide an international focus appropriate to their section and appreciate the global nature of Scouting.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ One to one</li> <li>■ Small group</li> </ul>

The People		
Module	Aim	Methods
Supporting Young People (14)	To enable adults to understand and meet the needs of young people and create a supportive environment.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ One to one</li> <li>■ Small group</li> <li>■ Workbook</li> </ul>
Promoting Positive Behaviour (15)	To enable adults to promote positive behaviour and appropriately manage challenging behaviour in their section.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ One to one</li> <li>■ Small group</li> <li>■ Workbook</li> </ul>
Growing the Section (13)	To cover ways in which an adult volunteering with a section can work with their line manager and others to plan and contribute to the growth of their Section and/or Group.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ One to one</li> <li>■ Small group</li> <li>■ Workbook</li> </ul>
Working With Adults (09)	To cover some key skills required to work effectively as a team, including communication, listening skills, decision-making structures and effectively representing others.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ Small group</li> </ul>
Skills of Leadership (08)	To cover the knowledge, skills and attitudes required to be an effective leader, including leadership styles, action-centred leadership and developing leadership skills in others.	<ul style="list-style-type: none"> <li>■ Course</li> <li>■ One to one</li> <li>■ Small group</li> </ul>

Additional ongoing learning opportunities for all members can be found at [scouts.org.uk/ongoinglearning](https://scouts.org.uk/ongoinglearning)

# Appendix C

## Managers and Supported Modules

Managers and Supporters				
Core Skill Areas	Independent Learning Methods: e-learning, videos and learning guides, workbooks, information sheets.	Skills Courses		
		Skills of Management	Achieving Growth	Meeting the Challenges
<b>Managing Your Time and Personal Skills</b>	Managing Time and Personal Skills	•		
<b>Achieving Results</b>	Building Effective Teams	•		
	Project Management	•	•	
	Getting the Word Out	•	•	•
<b>Providing Direction</b>	Planning for Growth		•	
	Leading Local Scouting	•	•	
<b>Working with People</b>	Finding, Appointing and Welcoming Volunteers	•	•	
	Keeping, Developing and Managing Volunteers	•	•	
	Safeguarding			•
	Dealing with Difficult Situations			•
	Supporting the Adult Training Scheme	•		
<b>Enabling Change</b>	Enabling Change		•	•
<b>Using Resources</b>	Financial and Physical Resources	•	•	
	Executive Committees and Being a Trustee	•		
	Decision Making	•	•	•
<b>Safety</b>	Safety for Managers and Supporters			

## Resources

### **Adults Personal File & Module Matrix**

<http://members.scouts.org.uk/learnersresources>

### **Preparing to Lead (Delivering the Young Leader Scheme)**

<https://staging.scouts.org.uk/documents/Preparing%20to%20Lead%20Book%20A5%20FINAL.pdf>

### **Young Leader Scheme Missions**

<https://members.scouts.org.uk/supportresources/307/young-leaders-scheme-missions>

## Further Support

### **County Training Manager – Mark Foster**

**Email:** [mark.foster@berkshirescouts.org.uk](mailto:mark.foster@berkshirescouts.org.uk)

<https://berkshirescouts.org.uk/induction.php>

### **Assistant County Commissioner (Young Leaders) – Phillip Wood**

**Email:** [youngleaders@berkshirescouts.org.uk](mailto:youngleaders@berkshirescouts.org.uk)

[www.berkshirescouts.org.uk/youngleaders.php](http://www.berkshirescouts.org.uk/youngleaders.php)