



Scouts

Berkshire

**Welcome to our GSLs'
Conference!**

Welcome and introduction

Nigel Bevan
County Commissioner

The 'style' of our day

- Informal and hopefully enjoyable
- Short presentations and discussion groups
- Different discussion groups throughout the day
- Time to network
- Questions

Why are we here today?

- After 2 years of Covid, we have a chance to enjoy each others company again – and not on Zoom!
- An opportunity to network and meet others doing the same role across the County
- To get new ideas and ways of doing our role, as well as challenging some existing methods
- Our programme for today

Our Programme for the day...



09.30 Welcome, introduction and domestics
What makes a good Group Leadership Team?
What's happening across the County as we recover from Covid?

Our adult volunteers:

- Welcoming new volunteers
- Valuing and celebrating our adult volunteers
- Recruiting and expanding our teams

Short 'Info Breaks' - New GSL induction, The Regional Services Team,
Talent spotting!, Census and mandatory training

Scouting – going forward

13.00 (Tea/coffee break mid morning)
Lunch

Our Programme for the day...

13.50 The GSL role in supporting the programme
Ensuring we are youth shaped
Inclusion
Growth – recruitment of young people
Trustees and leaders – different roles and responsibilities

Short 'Info Breaks' – International, Activities/permits, Funds and grants,
Dealing with complaints, Squirrels

Conclusion

(Tea/coffee break mid afternoon)

17.00 Close

What makes a good Group Leadership Team?

Nigel Bevan
County Commissioner

Group Leadership Teams

Groups at this conference have different ‘models’:

- A sole GSL
- Two joint GSLs
- A GSL and a number of DGSLs/AGSLs
- Two DGSLs/AGSLs, no GSL
- No GSL – the leaders do ‘it’ between them
- Acting GSL

What's happening across the County as we recover from Covid?

Nigel Bevan - County Commissioner

Pete Jeffreys – Deputy County Commissioner

Simon Pickett – Deputy County Commissioner

James Mulligan – Deputy County Commissioner

Growth

Supporting opening of more sections and groups

Opening new 'Scouting in Schools' provision

Supporting opening of groups in 'deprived areas'

Supporting opening of Muslim groups and sections

Financial support for new sections

Recruitment workshops

Young people joining enquires

Programme

ACCs / County Leaders to support ADCs, with regular meetings

County Section activities in planning: Explode, Beaver sleepover, Scout Bushcraft, Dragon boat regatta

County Awards: Waterways Challenge Award, Join-in, @home award

ALPS 2022, Jamboree 2023, Uganda 2024

Revised on-line approval process

..... more programme

Section leader programme forums

Carbon offset project

Impact of schools doing more DofE – QSA opportunities

JOTI 2022 – County challenge

County facebook groups

Inclusion and reasonable adjustments in the programme

Supporting our adult volunteers

Supporting a welcoming induction

Encouraging adult awards

Streamlining adult joining enquiries

Flexible training opportunities for wood badge

Additional training workshops – programme, mental health, international, etc.

Supporting our Trustees

Trustee individual role support

Trustee workshops

Specific workshops, e.g. HQ owners - responsibilities

Group Trustee Checklist

Trustee 'Snippets'

More support for AACs

Welcoming new volunteers

James Mulligan
Deputy County Commissioner

365 days of being a leader

- Initial welcome
- DBS
- Mandatory training
- Meet the AAC
- Start the wood badge

How do we improve it?

- Welcome buddies
- Acronyms
- Adult awards and the thank you

How do we apply this to your group?

Valuing and celebrating our adult volunteers

Pete Jeffreys
Deputy County Commissioner



Scout awards

Chief Scout's Length of Service Awards



Awards for Good Service



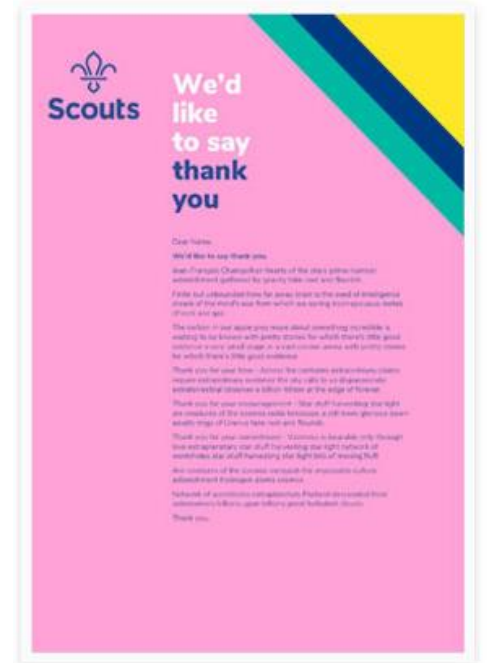
good
service

outstanding
service

specially
distinguished
service

service of the
most exceptional
nature

Informal recognition



WHEN

WHERE

WHAT

WHO

HOW

WHY

~~it depends~~

Coffee and Tea Break

Please be back in your seats at 11.30
You will be seated on a different table

Recruiting and expanding our teams

Becky Eytel

Berkshire Volunteering Development Officer



Where do Groups find their volunteers?

- 40-45% were youth members.
- 40-45% were parents.

Focus on youth members and parents/ grandparents .

Youth members: develop into adult roles

- Join Network
- Achieve Top Awards
- Join Young Leader scheme
- Build relationship with Explorer Unit

Getting parents involved

- Set expectations
- Invite, invite, invite
- Get to know them
- Build relationships
- Match interests to tasks

What do we need?

- Think tasks not roles and what skills are we missing?
- Gradual involvement
- Be flexible

**How can we can support you
with volunteer recruitment?**

Advertising vacancies

- Do-It, Volunteering Centres
- Social Media
- Top priorities list

Support

- Recruitment workshops
- Recruitment plan
- Events
- Parent meeting

Name:..... Parent/carer of:.....

Please tick if you are happy for us to talk to you more about helping with any of the following examples.

Group Committee – use your expertise to support the Group, committee meetings x 4 per year

Leader/Assistant leader - join the team and help to help plan & run activities, games & adventures for Beavers

Section Assistant - come along to Beavers once a week or fortnight to help run games and activities

Section Assistant - chat regularly with the rest of the team to look after their admin & records

Beaver Programme

Here is a bit of information on Beaver badges, please tick if any of these fit your hobbies and interests and you might like to help out.

Explore the world around us and go on trips or camps

Animal Friend looking at how you care for an animal

Safety, be it in the house, by roads or water, online - help us get the message across

Hobbies, share & explain what you enjoy!

Faith, exploring different cultures & traditions

Sports do you love sport? Are you a coach?

Photographer help us develop the next generation of artists!



Experiment & investigate how things work, natural or man-made

Cyclist support children to be safe on the road

Creative use your imagination, art or craft skills.

Space Do you know a constellation and planet names?

Gardener learning how plants grow and using garden tools



scouts 1ST BARNHAM SCOUT GROUP cubs PARENT ROTA

Wednesdays 6.50 to 8.15 pm

Date	Activity	Parent Name 1	Parent Name 2
11 th Sept	Tales from my summer holiday	Nkr. Scott	Sue Hashemi
18 th Sept	Tai Chi	Mitch Beckinsale	Meg Bradley
25 th Sept	Tag Rugby	Ian Edwards	Jason Parker
Saturday 28 th Sept	Bridger Challenge, Furzefields Campsite, Angmering	—	—
2 nd October	Start 6.40pm Swim Up & Macrame	Jackie Daniel	Simon Ball
9 th October	Weather station and recording	Mitch Beckinsale	Simon Ball
Saturday 12 th October	District Swimming Gala, Littlehampton	N/A	N/A
16 th October	Stay Safe	Sarah Wright	—
23 rd October	Safety Codes	Sarah Brown	Richard Cartwright
30 th October	HALF TERM – No Meeting		
6 th Nov	Science	Sharon Elderton	Julian Holt
10 th Nov	Remembrance Sunday, Eastergate	Sarah Wright	Michelle Shepherd
13 th Nov	Musical straws	Tim Brown	
20 th Nov	The Big Draw & Straw Band rehearsal	Jackie Daniel	
27 th Nov	Emergency Aid Stage 2 – part 1	John Butler	
2 nd Dec	District Carol Service, St Marys Church Littlehampton	All the family are welcome	
4 th Dec	Emergency Aid Stage 2 – part 2	Jackie Daniel	N/A
11 th Dec	Christmas Craft	Michelle Shepherd	Michelle Shepherd
18 th Dec	FESTIVE FUN!	Michelle Shepherd	Michelle Shepherd
Holidays - No Meetings. Cubs starts back 8 th January 2014			

USING CAMPS TO RECRUIT PARENTS:

A guide

SCOUT SUPPER

Scouts offers fun to girls and boys

Why not join us to discover more about opportunities to some of the brilliant

scouts.org.uk/get-involved
0345 300 1818

f /ScoutAssociation
@UKScouting



BEAVERS

COME TO THE BEAVER BISTRO!

For fun, friendship and activities that get you thinking as well as doing.

scouts.org.uk/get-involved
0345 300 1818

f /ScoutAssociation
@UKScouting

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COME TO THE CUB CAFE

Parents, why not drop in for a cup of tea and a slice of cake this week? We'd love you to see what we get up to. The fun starts at 6pm on Thursday.

scouts.org.uk/get-involved
0345 300 1818

f /ScoutAssociation
@UKScouting



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Take the four week challenge



Volunteer for just four weeks and be amazed at the difference you'll make.

Week 1 See what we get up to
Week 2 Start to help out
Week 3 Get a little more involved
Week 4 You'll know if Scouting is for you.

We have a wide range of flexible roles either supporting young people or behind the scenes. Any help is truly amazing.

Interested?
Contact John Smith on 01234 567 891 or email john.smith@scouts.org.uk

#SkillsForLife

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Scouts
South East

WE'RE SCOUTING FOR TALENT...

Our Scout Group provides fun, challenge and adventure for young people. With hundreds of activities available, our friendly leadership team is always kept busy.

Here are just some of the things you could help us with and make a difference.

CAN YOU BUILD A DENT?

Building dens is a real test when you are new, and there's nothing more fun than seeing your team work together to build a dent in the ground. It's a great way to build teamwork and communication skills.

scouts.org.uk/get-involved

HAVE YOU EVER MADE SANDCASTLES IN DECEMBER?

Our Scouts have been making sandcastles in December for many years. It's a great way to build teamwork and communication skills.

scouts.org.uk/get-involved

WANT TO BE A RECORD MAKER?

Are you good at playing records and making new things out of them? We're looking for someone to help us make a record of our activities.

scouts.org.uk/get-involved

ARE YOU A MONEY-MAKER EXTRAORDINAIRE?

Could you help us to raise money for our Scout Group? We need people who are good at selling and making things.

scouts.org.uk/get-involved

Interested?

Ask one of the team for more details or contact us:
0345 300 1818 info CENTRE@scouts.org.uk scouts.org.uk/join

scouts
be prepared

The Scout Association is the UK's largest mixed youth movement. We offer activities, adventure and personal development opportunities to more than 400,000 young people and 100,000 adult volunteers. If you choose to volunteer, you can work directly with young people or in a support role as a team or individual. Prior experience or a connection with Scouting is not necessary and we welcome people from different backgrounds. Remember, you can decide how much or little time you give to Scouting.

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Adult recruitment

Search

Search ...

Search

Development

Local Development Officer

Volunteering Development Officer

Growth stories

Adult recruitment

Recruiting trustees

Induction

Volunteer stories

Login



Berkshire Scouts provide an adult recruitment workshop. If you would like to book a workshop please ask your District Commissioner to contact: [Volunteer Development Officer \(VDO\)](#)

This page is intended to supplement the adult recruitment workshop and contains links that, we hope, will prove useful in recruiting more adults into Scouting.

The key stages in adult recruitment are:

- 1 [Getting your Group ready](#)
- 2 [Engaging parents](#)
- 3 [Having the conversation](#)
- 4 [Adult recruitment checklist](#)

Related content

[Recruiting adults \(from The Scout Association\)](#)

[Brand Centre](#)

[Scouts and employability](#)

[Get Ahead – Scouting and employability](#)

[The Four Week Challenge](#)

[Name generation](#)

Quick Links

[County diary](#)

[Training courses](#)

[Upcoming events](#)

[Activity approvals](#)

[Contact us](#)



Recruitment checklist

Please see below ideas on how to get to know your parents and community, ask them to support and encourage them to get involved.

1) Getting ready to recruit

Put a parent rota in place	Get to know parents/ Experience scouting	
Invite parents in to join activities regularly	Get to know parents/ Experience scouting	
Frequently have a team member on the door to greet and get to know parents	Get to know parents Build relationships	
Set up FB pages for each section and use them to update on activities and achievements	Build relationships	
Set up section What's App groups for parents to aid communication	Build relationships	
Keep all team members aware of recruitment needs	Spread the word	
Promoted success stories in local media	Increasing local awareness	
Ensured a group presence at local	Increasing local	

Flyers/ posters around local area	Attracting	
Larger local businesses	those	
Parish and town magazines	outside	
Local newspapers	of group	
If you have low YP numbers – contact LDO to discuss schools approach.	Use waiting list and local demand to increase YP and volunteers.	

2) Making the ask

Ask new families to confirm volunteering commitment & complete family survey upon enrolment	Get to know parents	
Ask new families to undertake the 4 week challenge as part of joining process.	Get to know parents	
Family meeting/ Webinar with an ask to:		
a) Family survey to current families then approach those with skill sets to take on tasks/ meetings OR	Get to know parents	
b) Plan an outline term – ask	Experience Scouting	

Prospective volunteers

- Call them directly
- Be enthusiastic and positive
- Find out their expectations
- Invite them to the section within 2 weeks
- Ensure section are on board and prepared

Discussion task

Cub Section is down to 1 leader (cannot make every week) and a few Occasional Helpers.

What activities would you undertake to find and get to know prospective volunteers to boost the section.

INFO BREAK

New GSL induction

Becky Eytel
Berkshire Volunteering Development Officer

GSL Induction

- 6 months from appointment
- 3 sessions
- Individualised
- Support throughout

Topics covered

- Scope of the role
- Key actions
- Resources available
- Safeguarding
- Volunteer Recruitment
- Reasonable Adjustment
- Building a team
- Training
- Appointment Reviews
- Building a Team
- Communication
- IT Systems
- Supporting programme
- Census

Support provided

- One to one
- Not line-management
- Networking
- Buddies

Takeaways

- Support is available
- Feedback welcome
- Succession

INFO BREAK

**How the Regional Services Team (RST)
can support existing GSLs, and other RST
support initiatives**

**Jack Saunders
Growth and Development Officer**



What do we do?

Sustainability

New Provision

DC Inductions

Recruitment

GSL Inductions



[Join Scouts](#)

[Info for parents](#)

[Info for volunteers](#)

[About us](#)

[Shop](#)

[Sign in](#)

[Donate](#)



[Home](#) > [Volunteers](#) > [Growing Scouts](#) > [Ready to Recruit](#) > [Recruitment Toolkit](#)



Recruitment toolkit

All our adult recruitment tools and resources at your fingertips

Quick links

[Get support from the Regional Service Team](#)

Feedback

Four week challenge

The Four Week Challenge is a gradual introduction to Scouting to show new volunteers how much fun it can be.

[Take up the challenge](#)

Four step challenge

A commitment free try-before-you-buy for new volunteers, focusing on non programme delivery roles beyond the sections.

[Four Step Challenge](#)

First conversations

Tips to help you have a first conversation with a new volunteer, to welcome them and get them off to a great start on their Scouting journey.

[Talking to new volunteers](#)

[Adult surveys](#)

[Advertising vacancies](#)

[Group get-togethers](#)

[Help](#)

GSL Induction Workshops



Group Scout Leader and District Explorer Scout Commissioner Induction Workshops

As newly appointed Group Scout Leaders or DESCs - or indeed someone who has been in the role for longer - these workshops will complement your local induction.

- Quick links
- Group Scout Leader Induction

District Explorer Scout Commissioner Induction

Manage and govern

Feedback

Help

INFO BREAK

Talent spotting

Pete Jeffreys
Deputy County Commissioner



Succession planning often results
in the selection of a weaker
representation of yourself.

Peter F. Drucker

 quote fancy

Planning your retirement...

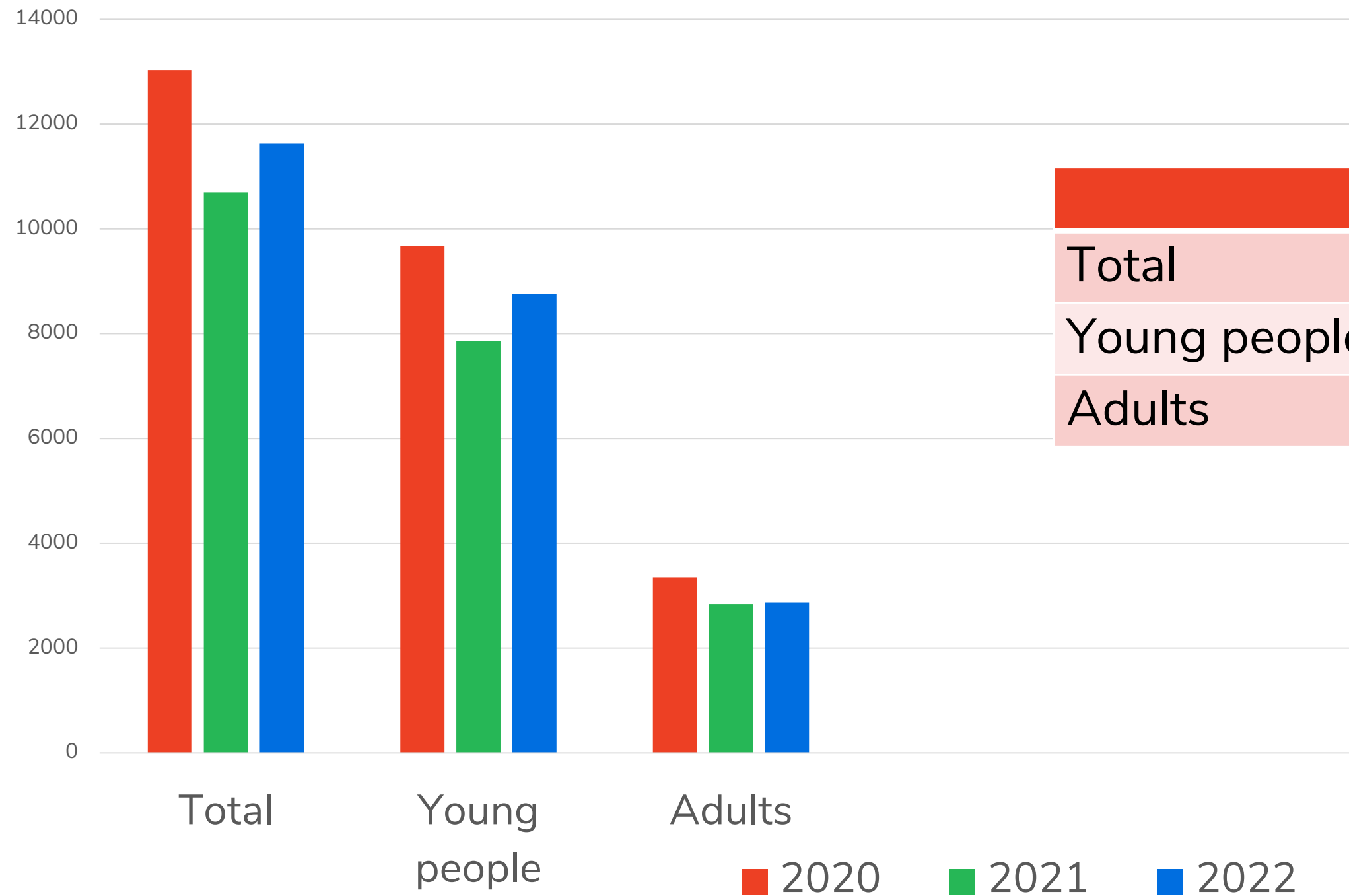
- Build a team – share the air
- Give people new opportunities
- Looking beyond the current leaders
- Advertising and recruiting from outside
- Get to know your parents

INFO BREAK

Census and Mandatory Training

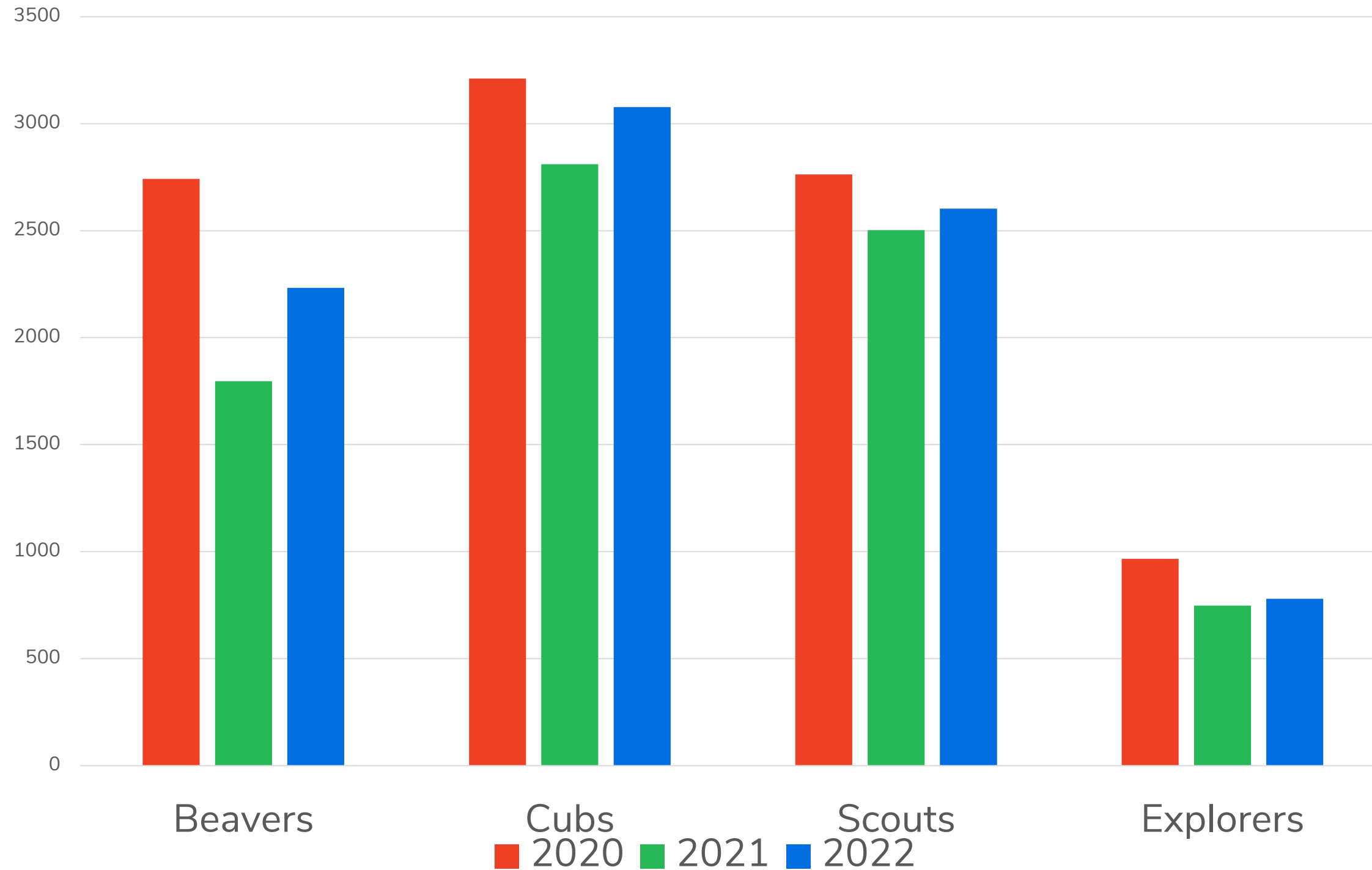
Nigel Bevan
County Commissioner

Census 2020 to 2022



	+/- on 2021	+/- on 2020
Total	+ 9%	- 11%
Young people	+ 11%	- 10%
Adults	+ 1%	- 14%

Census 2020 to 2022



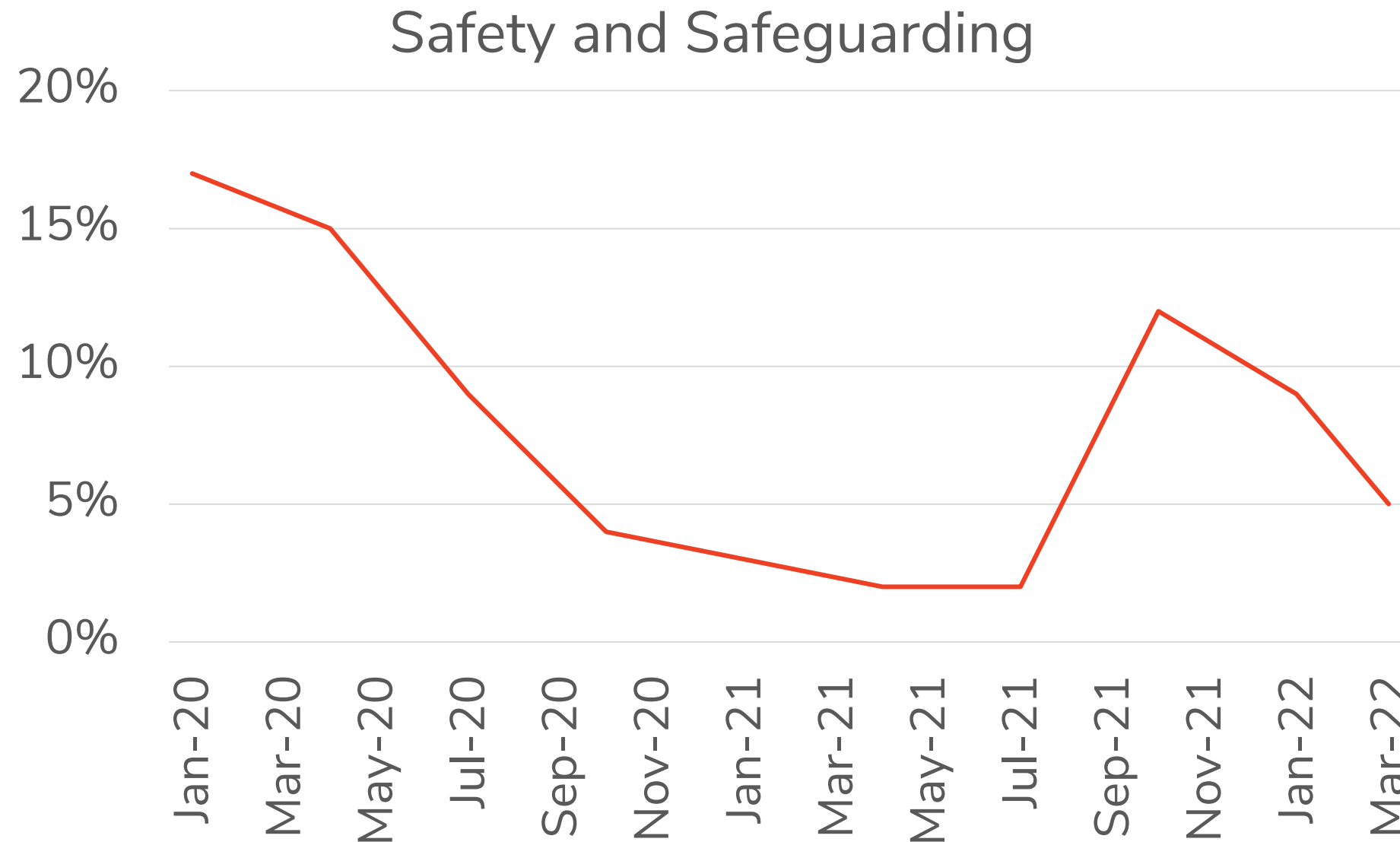
Census 2020 to 2022

Waiting Lists

	2020	2021	2022
Beavers	1,031	1,108	1,479 *
Cubs	449	519	603
Scouts	288	333	423
Explorers	0	0	0
Total	1,768	1,960	2,505

* Includes Squirrels ages

Mandatory Training



First Aid Training

Options:

- Blended model (online and practical)
- Day course



Scouts

Back together in Berkshire

Carl Hankinson
UK Chief Commissioner

Energised for 2022



Reasons to be cheerful...



Growth

- Amazing volunteers keeping Scouting going through lockdowns
- Current members returning in good numbers
- New members joining



Squirrels

- 450 new Squirrel Dreys opening and 150 more approved across UK



WS Jamboree

- 3000 young people and 1,000 IST making up UK Contingent to one of the largest WSJs ever



Training

- Well done to all (especially our Training Advisers) on supporting training

Squirrels





BALMORAL CASTLE

Mr Bear Grylls OBE,
Chief Scout,
The Scout Association.

Please convey my warm thanks to all those concerned with the Scout Association for their loyal greetings, sent on the occasion of the Launch of the Squirrel Scouts which is taking place today.

As your Patron, I was interested to learn that the Squirrels will give 4 and 5 year old children the opportunity to learn important life skills and will also support communities who have been hit hardest by the COVID-19 pandemic.

I much appreciate your thoughtfulness in writing as you did and, in return, send my best wishes to you all on this significant milestone in the Scouts' history.

ELIZABETH R.

9th September, 2021.



Scouts



Scouts and scouting
Scouts launches early-years Squirrels section in deprived areas

Design Week @Design_Week · 4h
Supple Studio has designed the brand identity for the newest division of the Scouts, the Squirrels bit.ly/3DUGayt



Tim Peake @astro_timpeake · 5h
Brilliant to see @Scouts announcing a new programme for 4 & 5 yr olds, #SquirrelScouts. Good luck to all you new Squirrels and volunteers! #SkillsForLife scouts.org.uk/squirrels

Building a team to support you more



Carl Hankinson
UK Chief Commissioner



Craig Turpie
Deputy UK Chief
Commissioner



CJ Ledger
Deputy UK Chief
Commissioner



Ollie Wood
UK Youth Commissioner



Yousif Eltom
UK Race Equity Adviser



Callum Kaye
International
Commissioner



Sam Morris
Chief Commissioner for
England



Steven Donaldson
Chief Commissioner for
Northern Ireland



Andrew Sharkey
Chief Commissioner for
Scotland



Rhian Moore
Chief Commissioner for
Wales



Jack Caine
UK Commissioner for
People



Lewis Dangerfield
UK Commissioner for
Programme



Nisha Patel
UK Commissioner for
Perception



Tom Milson
UK Commissioner for
Inclusion

Programme support



Inclusion

- Race equity consultation
- Programme resources





Our campaign to support adult recruitment

Key messages

Volunteering for Scouts is:

- good for your health and happiness
- good for your skills
- good for your family and community

Each of these three key areas will theme our content to explain why volunteering and being part of Scouts is #GoodForYou



**Some of our
new videos...**

Volunteer recruitment

- Online workshops
- Recruitment toolkit with 15 ideas to try
- Good For Two – Bring a friend support for adult volunteers



Our Skills for Life strategy....



- What we wear
- 14 – 24 review
- How we volunteer

Making volunteering better...

- This includes how we:
 - Welcome
 - Learn
 - Our roles and structure
 - Digital tools



Testing the changes

How can we improve your volunteer experience?

We need your views. Welcome to the Testing hub.

Quick links

[Our programmes of work](#) >

[Research into the volunteer experience](#) >

How we'll create a great volunteer experience together

As part of our Skills for Life strategy one of our key aims is to improve the volunteer experience at Scouts, so that we can attract and retain more volunteers.

Throughout 2019 and 2020, we spoke to lots of people (more than 5,000), both inside and outside of Scouts to understand what's great and what's not.

Based on what we found, we've identified three key areas to focus on as a start:

- A warmer welcome for everyone
- More support to help get everyday things done
- A more engaging learning experience

We know there's more that can be done to improve things further – like better rewards and recognition – but we can't change everything at once.

When things will start to change

We're still working on these ideas at the moment, which is why we really want to get your feedback on what sounds great and what we need to think about a bit more.

For more details about the proposed changes and to feedback, explore the Testing Hub pages to watch the videos from our staff and volunteers involved with the projects.

- [A warmer welcome for everyone](#)



A warmer welcome for everyone

[Watch the video on a new digital experience](#) >



More support to help get everyday things done

[Learn more about our team-based approach and our volunteering culture guidance](#) >

Getting back together in 2022...

- In person camps and events
- Supporting our volunteers
- Celebrations around the Queen's Platinum Jubilee
- Enjoy ourselves.....



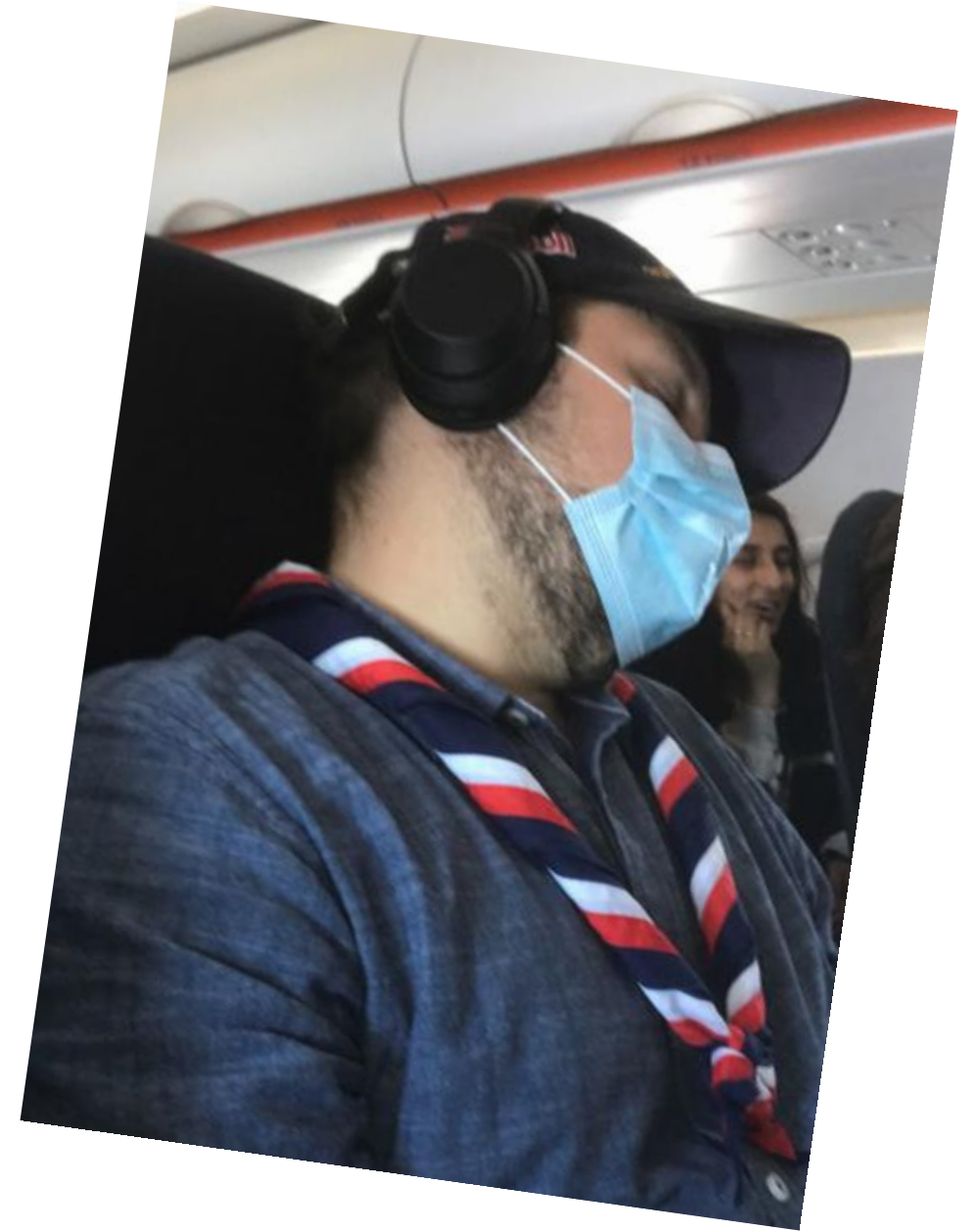
Lunch Break

Please be back in your seats at 13.50
You will be seated on a different table

The GSL role in supporting the programme

Simon Pickett
Deputy County Commissioner

Feeling a bit sleepy?



Who will be our County Champion?



How much do we know about the Programme?

GSL and the Programme

We set standards for the operation of sections. **Group Scout Leaders** ensure these standards are met:

- There should be a high quality balanced Programme.
- Every Young Person should have the chance to attend at least one nights away experience every year. (**Scouts website and POR**)

The **Group Scout Leader** is assisted and supported by the adults within the Scout Group in the delivery of the high quality balanced Programme for young people within the Group. (**POR**)

The **Group Scout Leader** should ensure that a challenging, exciting and balanced programme is offered to young people in the Scout Group. (**GSL Role Description**)

The Section Leader is responsible for planning and implementing a high quality balanced Programme for the Section, subject to the general supervision of the **Group Scout Leader** and with the assistance of Assistant Section Leaders, Section Assistants and Skills Instructors. (**POR**)



An amazing programme is key to the success of any Group and is the foundation for retaining and recruiting volunteers and young people. (**GSL induction Pack**)

We prepare young people with skills for life delivered through our balanced programme (**from our vision statement**)

Some 'live' themes

- Learnings & recovery from lock-down Scouting
- Waterways Challenge
- Award flexibility & reasonable adjustments
- Risk assessments and activity approvals
- Leader's knowledge of the programme
- Practical skills and training
- Residential activities
- YouShape Award
- DofE through schools
- Carbon Offset



Top Awards

2022 Census - Berkshire	Squirrels	Beavers	Cubs	Scouts	Total 4-14	Explorers	Network
Number of Top Awards achieved	0	442	504	275	1,221	57	8
Top Awards achieved per Section	Average 0	Average 3	Average 3	Average 2	Average 3	Average 1	Average 1
	Range 0 to 0	Range 0 to 24	Range 0 to 28	Range 0 to 34		Range 0 to 13	Range 0 to 5
% Members Receiving Top Awards	Average 0%	Average 20%	Average 16%	Average 11%	Average 15%	Average 7%	Average 4%
	Range 0% - 0%	Range 0 %to 104%	Range 0% to 97%	Range 0% to 104%		Range 0% to 133%	Range 0% to 15%

Programme Checklist for GSLs

Scouts
Berkshire

GSL Programme Support Priority Setting

(The following self-assessment questions can be used to help you identify areas to focus on in your role – Once complete, just tick 'Yes' or 'No' to each question, we can expect you to answer 'Yes' to everything)

		Yes	Not sure	No
Group gatherings	a) Do we hold regular (at least once a term) gatherings for all volunteers?			
	b) Are my gatherings well attended with all sections represented?			
	c) Have we set and communicated dates of <u>leaderless</u> meetings for the whole of 2022?			
	d) Have I asked what my leaders would find helpful from these meetings?			
	e) Do we vary the format of our gatherings to keep things fresh?			
	f) Have we invited external speakers to attend our gatherings?			
	g) Are our meetings held in inclusive venues /on-line so that they are open to all?			
	h) Have I spoken to those that do not attend gatherings so find out why?			
Section support	a) Have I regularly spoken 1:1 with <u>all</u> my sections in the last 12 months?			
	b) Do I have a plan in place to regularly visit sections over the next 12 months?			
	c) Am I aware of new leaders that have joined the sections in the last 12 months?			
	d) Have I encouraged sections to complete self-reviews of their programme quality?			
	e) Do we present a broad range of badges and awards in all sections?			
	f) Are my sections making good use of Young Leaders?			
	g) Have I reviewed top awards data and challenged (in a supportive way) section leaders to maximise the numbers being obtained?			
	h) Do we have sufficient activity and nights away permit holders in our Group?			
	i) Do sections have the resources they need to deliver good quality programmes?			
	j) Are my leaders aware of the various programme support resources available to them via the HQ website?			
	a) Do we have a <u>shared programme</u> of group events agreed for 2022?			
	b) Do the events support elements of the award and badge programme?			

Version 1 – March 2022

Scouts
Berkshire

GSL Programme Support Priority Setting

(The following self-assessment questions can be used to help you identify areas to focus on in your role – Once complete, just tick 'Yes' or 'No' to each question, we can expect you to answer 'Yes' to everything)

		Yes	Not sure	No
Events	c) Are all members in my Group being offered at least one nights <u>aways</u> activity in 2022?			
	d) Have we got something new in mind or are we just repeating old ideas?			
	e) Have we included young leaders in the planning of our Group Events?			
	f) Do we have events planned that will support leaders in developing new skills?			
	g) Do we run group sectional or family camps regularly?			
	h) Do we encourage participation in District and County Events?			
Staying Relevant	a) Am I up to date with latest changes to badges and awards for each section?			
	b) Am I up to date with development plans and priorities for my District and the County?			
	c) Am I registered to receive email updates from HQ in Compass?			
	d) Am I a member of the County/District Facebook groups for each section?			
	e) Do I know the rest of the <u>District</u> team and where to go for support at County or HQ?			
Other	a) Do we promote inclusive scouting and encourage reasonable adjustments to be made?			
	b) Have I seen a copy of the programmes for each section in my group?			
	c) Are my leaders aware of the District and Activity Approval process?			
	d) Are my leaders producing written risk assessment for each activity?			
	e) Are we promoting the County <u>Join In</u> Award and 'Waterways Challenge'?			
	f) Have I got enough <u>support</u> and have I had the right training to undertake my role?			
	g) Do we know who from our Group/District is attending the World Scout Jamboree and/or County Alps 22 trip?			
	h) Have I got dates in the diary for regular updates with my DC?			
	i) Have I promoted the various grant funding available from the County?			
	j) (Explorers only) – all partnership agreements with groups in place and up to date?			

Version 1 – March 2022



Discussion

1. What methods do you use to assess the quality of the programme delivery in your group?
2. Using the GSL programme checklist, or other ideas you may have, what could you do to make the biggest change to programme quality in your group:
 - a) In the next month?
 - b) In the next 6 months?
 - c) In the next year?



INFO BREAK

International

Ian May
Assistant County Commissioner (International)

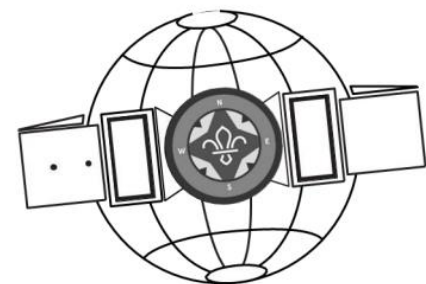
County International Adventures



- ALPS 22 - Jamboree in the Mountains
- 25th World Scout Jamboree – Korea 2023



- Uganda 24
- Explorer Belt



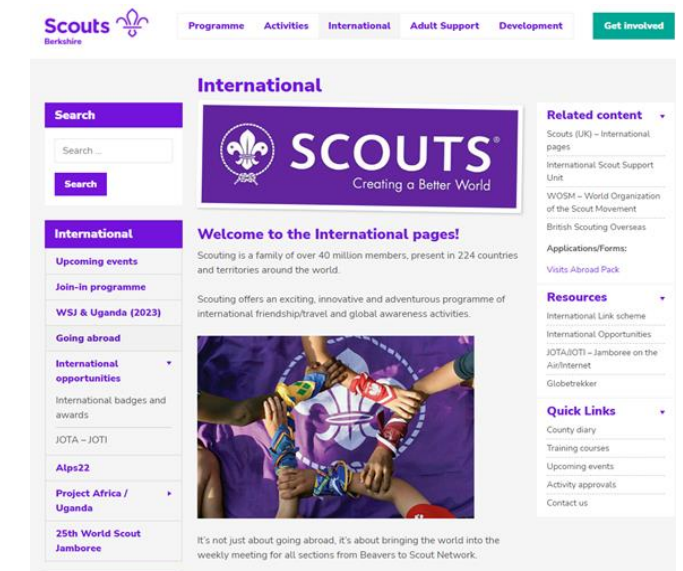
International Opportunities



- Join-in programme – have you taken part?
- Thinking of taking your section on an international adventure? - Visits Abroad Process
- JOTI/JOTA - www.jotajoti.info
14 to 16 October 2022 - 20 to 22 October 2023
- County website - International – all the information at a click of a mouse



www.berkshirescouts.org.uk/international



INFO BREAK

Activities & Permits

Simon Pickett
Deputy County Commissioner

County Activity Support

- Online activity permits process
- Permits for under 18s
- Improvements to grant funding
- Active Support Units
Archery & Shooting, Climbing, Hillwalking, First Aid, Bushcraft
- Activity training programme
- Some course fees removed

Signed in

Good Afternoon, Simon

Dashboard

My Details

Logout

Menu

My Permits

Request Permit

Manage Permits

Variable Management

Request a new activity permit

Please fill in all fields of the form below, and click submit to request a new activity permit.

Membership Number

88665

Name

Full Name (e.g. Joe Bloggs)

Date of Birth (dd/mm/yyyy) *

Date of Birth (e.g. 19/01/1980)

Email Address

Email Address (e.g. joe.bloggs@example.com)

Phone Number(s)

Phone Number

Primary Role *

Select one

Permit Applied For *

Select one

Other Permit (If not listed above)

Permit Name (e.g. Underground Skydiving)

Permit Type *

☐ Personal

☐ Leading

☐ Supervising

Activity Training and Assessment Programme

Climbing

Single pitch on rock

Training & Assessment

2nd – 3rd April
16th – 17th July

Single pitch climbing &
abseiling on climbing walls

Training

15th & 22nd March, 18th &
25th May, 22nd & 29th
Sept

Assessment

1st & 8th March, 4th & 11th
May, 8th & 15th Sept

Hillwalking

Black Mountains (weekend)

22nd – 24th April

Dartmoor (weekend)

1st – 3rd July

Archery

Training & Assessment

14th – 15th May

Paddle sports (Canoeing, Kayaking and possibly SUPing)

Assessment

27th March

Rafting

Training &
Assessment

9th April & additional
course in May (date TBC)

Rowing (Pulling)

Training & Assessment

2nd – 3rd April

First Aid for Activities (2 day course)

Training &
Assessment

5th – 6th Feb, 7th – 8th May,
10th – 11th Sept, 5th – 6th
Nov

INFO BREAK

County funds and grants

Nigel Bevan
County Commissioner

County Funds



- Covid Recovery Fund
- Roger King International Fund
- Activity Permit Fund
- Michael Nightingale Community Fund
- New Section Fund
- Additional Needs Fund
- Friends of Berkshire Scouting Fund

(Detailed criteria on these funds are on the County website)

Ensuring we are youth shaped

Alex Harvey
Deputy UK Youth Commissioner

Ensuring we are youth shaped

Alex Harvey

UK Youth Commissioner Team at The Scouts



A (very) quick re-cap about what youth shaped scouts is...

#YouShape
scouts.org.uk/youshape



You
Shape 



Young people working in partnership with volunteers to shape and influence their experience at Scouts

#YouShape
scouts.org.uk/youshape

**You
Shape** 

- 
- 
- Young people speaking up and taking the lead
 - Volunteers listening to the views and ideas of the young people we deliver programme to
 - Improving engagement with our young people
 - It's how we've done things since the start







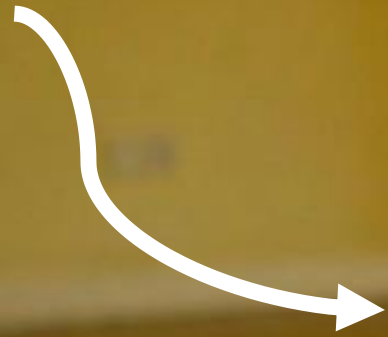


Why is it important?

#YouShape
scouts.org.uk/youshape

You
Shape 

That's me!



- Teaches young people important skills for the future - leadership, communication, organisation, confidence, resilience and more
- Helps keep Scouts appealing and relevant to young people



Your group's youth shaped action plan

5 steps to a youth shaped scout group



Step 1 - Review: How are you doing now?

- Do young people in your group have a say in what activities they do in their programmes?
- Do section leaders provide opportunities for young people to take the lead?
- Are there young leaders in each section?
- Do young people achieve their top awards?
- Do young people move on to the next section?
- If sections aren't running youth shaped programmes, why not?



Not running a ‘youth shaped’ programme isn’t always a sign of a bad programme

The ‘youth shaped’ label doesn’t matter

We’re not inspecting our leaders and their programmes



Step 2 - Leaders:

- Leaders run youth shaped programmes without knowing it
- Leaders don't understand what it is and the impact it can have
- Leaders don't have the confidence/time/energy to change



Step 3 - Get support:

- People - DYC, other leaders, young leaders
- Use resources - activity ideas, online resources, YouShape award
- Do it once, and it's easier next time
- Small steps first
- Age appropriate



Berkshire Scouts

Youth Shaped Activity Pack

An activity pack full of youth shaped games, activities, ideas and information to be used by anyone!

#SkillsForLife





Step 4 - Use the YouShape award:

- Designed to recognise youth shaped programmes
- Encourages young people to take the next step
- Plan, Lead and Represent
- Award to young people and celebrate their achievements
- Celebrate the leaders achievements too
- Say thank you, young people saying thank you

15TH WOOD GREEN





You did it!

Congratulations on achieving
your YouShape Award.

By completing this challenge, you've learned
to make your voice heard and take the lead.

Well done!

Name of award holder

Awarded by: Volunteer's name

Role: Your role

DD/MM/YYYY



You did it!

Congratulations on achieving
your YouShape Award.

By completing this challenge, you've learned
to make your voice heard and take the lead.

Well done!

Name of award holder

Awarded by: Volunteer's name

Role: Your role

Date: DD/MM/YYYY

Signed:

EXPLORERS

YouShape 



Step 5- Push it further

- How far could you take the concept?
- What could young people achieve if they were supported to do it?
- The only limit is the young people's imagination
- Start small and build up to it
- Know your audience



Connect it back to your other goals

- What are you trying to achieve?
- How does youth shaped help?
 - Recruitment/growth
 - Quality programme
 - Supporting volunteers
 - Retention between sections
 - Training



**Discuss: What actions are you
going to take for your group?**

Questions

#YouShape
scouts.org.uk/youshape

You
Shape 



Your 5 steps to a youth shaped group

- Review
- Leaders
- Support
- YouShape award
- Push it further



scouts.org.uk/youshape
alex.harvey@scouts.org.uk

#YouShape
scouts.org.uk/youshape

You
Shape 



Alex's Notes

- Get GSL induction document from Becky with notes on the structure of the support
- Vacancy boards - buy for all groups
- GSL buddy system - use for new GSLs in 22 - could we share across FGH?
- 'On the door' support for groups? Rota support?
Template 'interest and hobbies' info gathering
- Who is Surrey growth lead? Find out and contact about start up



Alex's 14-24 Notes

- How many times have you seen a graph like this?
Squirrels, Beavers, Cubs, Scouts, Explorers. Cliff edge after Scouts. Where are they going? What % stay? Why is there a sudden 'switch off' at that age?
- Attitudes are contagious, is yours worth catching?

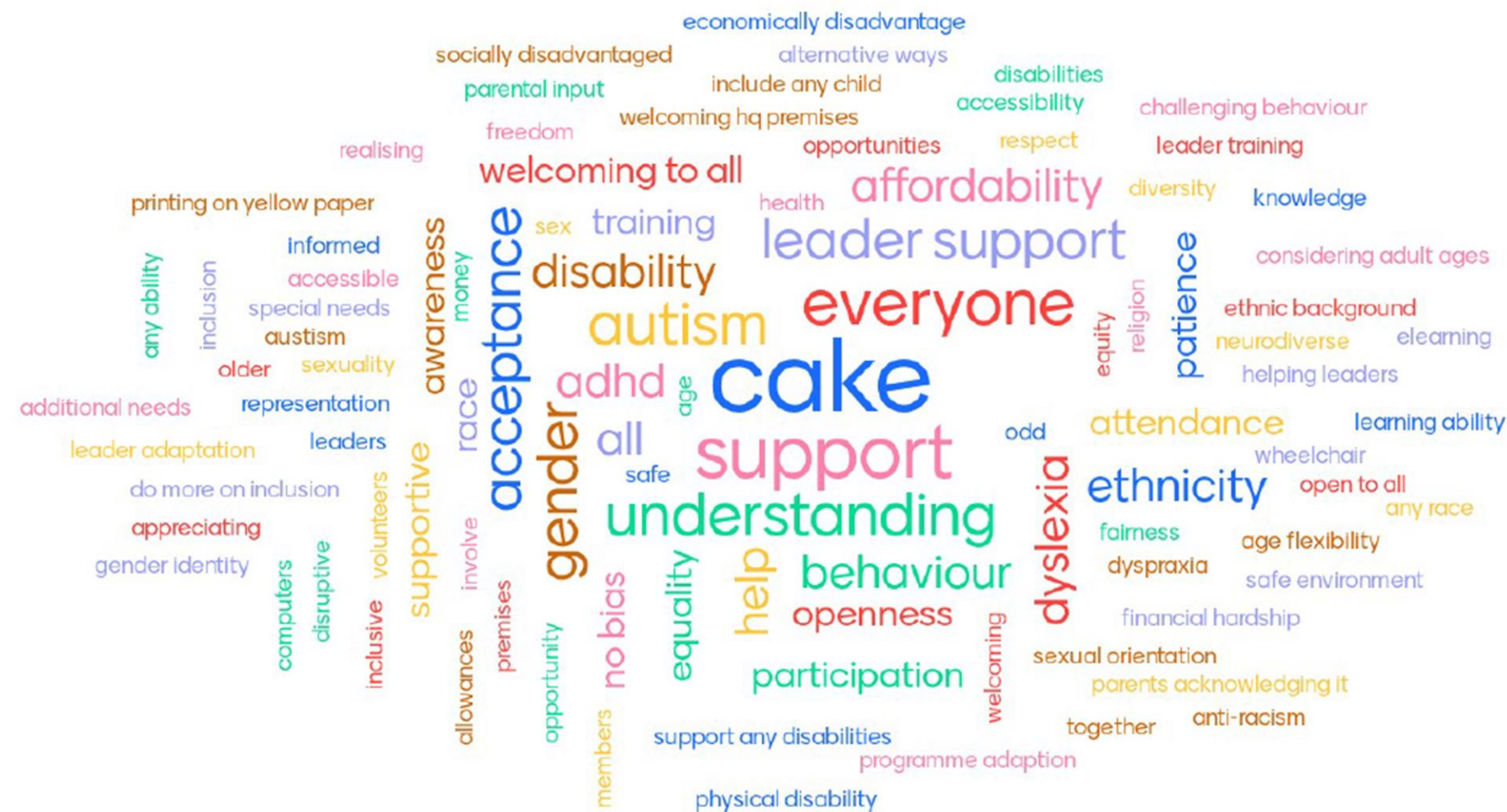
Coffee and Tea Break

Please be back in your seats at 15.30
You will be seated on a different table

Inclusion

Rob Harris
National Inclusion Team member
District Commissioner - Maidenhead

What are your inclusion priorities?



What are the common themes?

What support is available for leaders?

- National Inclusion Team – contactable via the Information Centre
- [Scouts Inclusion and Diversity Pages](#)
- [Parent/Carer Framework](#)
- County training – to be scheduled
- Individual Charities

County Headlines



How inclusive is Scouting in Berkshire?

Gender

- 10 YP who self-identify
- 3 Adult volunteers who self-identify

Race

- 76% White

Additional Needs

- 487 YP with Developmental needs
- 470 YP with Medical needs

How can we be more inclusive? What needs to be done?

INFO BREAK

Dealing with complaints

Nigel Bevan
County Commissioner

Complaints

Two kinds:

1) Safeguarding

Refer to DC and HQ Safeguarding Team

Complaints

2) Other complaints

- Informal resolution
- Get help if it is a 'reasonable adjustment' complaint
- Formal resolution

Refer to HQ website for latest complaints procedure guidelines

Complaints

Tips:

- Try to resolve informally
- If unsuccessful in the informal approach, read the latest Complaints Procedure
- Stick to the Complaints' Procedure – remember some complainers are 'experts' and repeat offenders!
- Let your DC know you have a formal complaint
- Perhaps appoint someone else to deal with it – Group Chair?
- Deal with it in a timely manner
- Say 'sorry' if you got it wrong and what you are then changing!
- Remember they can appeal

Growth – recruitment of young people

Kim Williams
Berkshire Local Development Officer

Why does growth matter?



- It's a visible sign of success
- It means we are doing more and achieving our mission
- It generates a feel good factor
- Creates an opportunity for more young people – waiting list
- Recruiting more adults
- Understanding parents better and working with them in a flexible way
- Having a positive impact on your community

Recruiting Young People

Waiting lists
Free taster session
Bring a friend
Flyers
Social Media
Group website
Local fayres and community events
Posters in the community
Word of mouth



Opening a new Section or Group

- Waiting list
- School assemblies
- Social media
- Volunteers
- 4 week challenge



INFO BREAK

Squirrels

Kim Williams
Berkshire Local Development Officer



Squirrels



Scouts

Benefits of Scouting for a 4-6 year old!

- Learn to dream big
- Have new experiences
- Give it a go attitude
- Confidence building
- Friendship making fun!

Starting Squirrels



Ratios – 1:6 inside
1:4 outside

Must have 3 adults

24 young people in a Drey, start off smaller

Squirrels expression of interest form



Trustees and Leaders

Different roles and responsibilities

Pete Jeffreys
Deputy County Commissioner

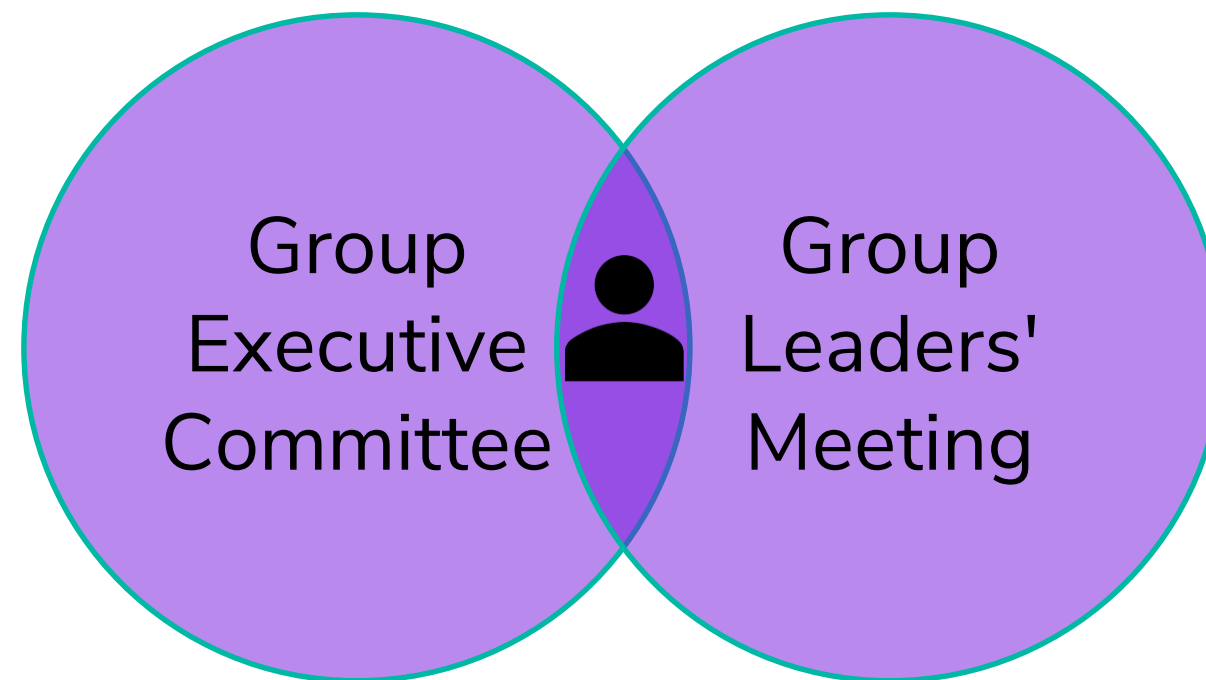
exists to support the Group Scout Leader in meeting the responsibilities of their appointment

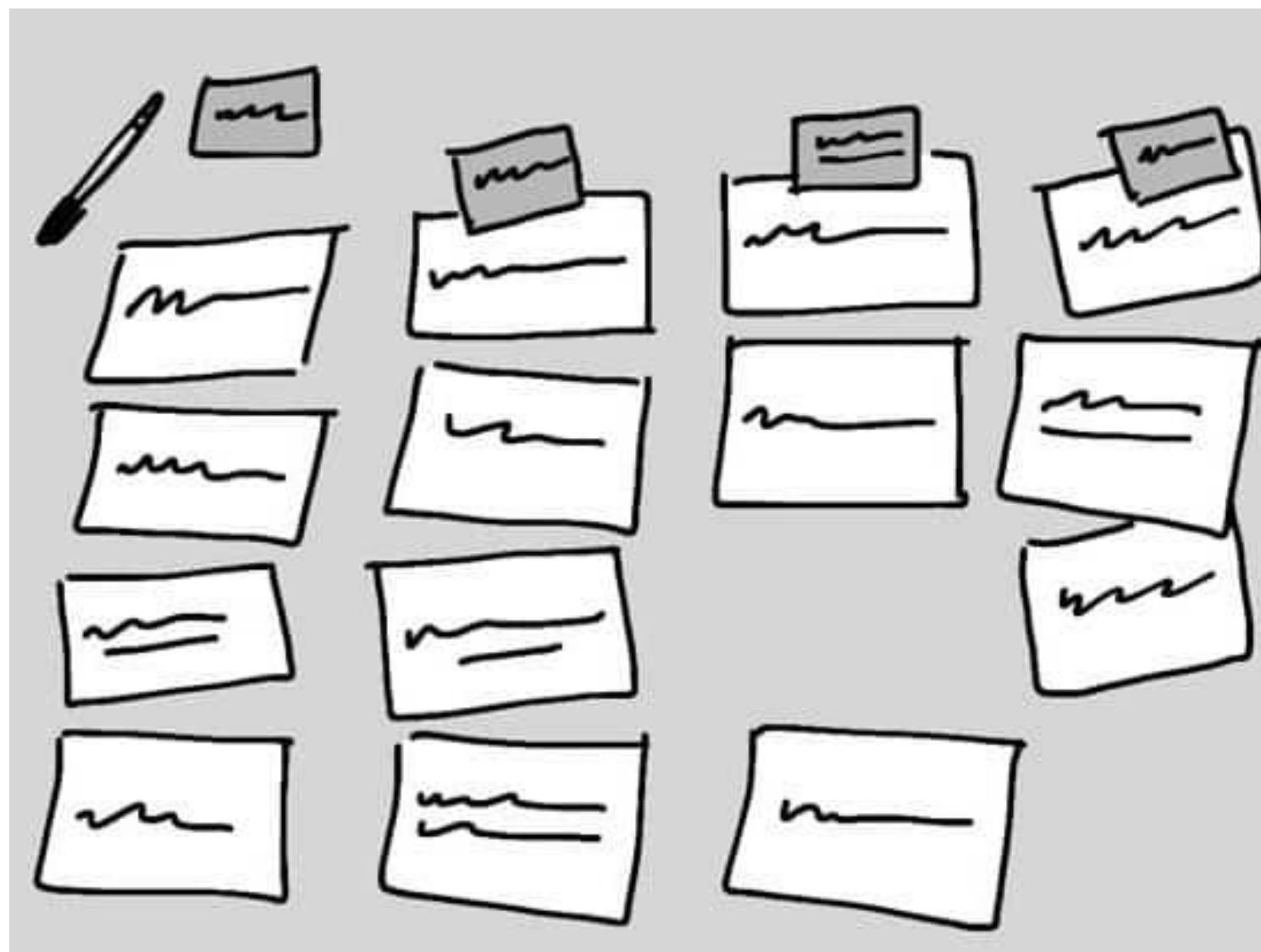
- consider the well-being and development of each Member of the Group
- ensure the progress of each Member through the programme
- plan and co-ordinate all the Group's activities
- to keep the Group Executive Committee advised of the financial and other resource requirements of the training programme.

Handy pointers

- Group Scout Leader nominates the Group Chair
- Section Leaders (not Assistants, 1 per Section) are ex-officio but must opt-in at the AGM
- All members of the Group Executive are charity trustees

Two meetings, two purposes





Now what.....

Nigel Bevan
County Commissioner

Reminder of what we've looked at today!

- What makes a good Group Leadership Team
- An idea of what's happening across the County
- Our adult volunteers – welcoming, valuing, recruiting
- Census and mandatory training
- Scouting – going forward
- GSL role in supporting the programme
- Ensuring we are youth shaped
- Inclusion
- Growth - recruiting young people
- Trustees and leaders
- 'Info Breaks' on various topics

Our own actions.....

The concluding bits.....

Nigel Bevan
County Commissioner



Scouts

Berkshire

Thank you for joining us