



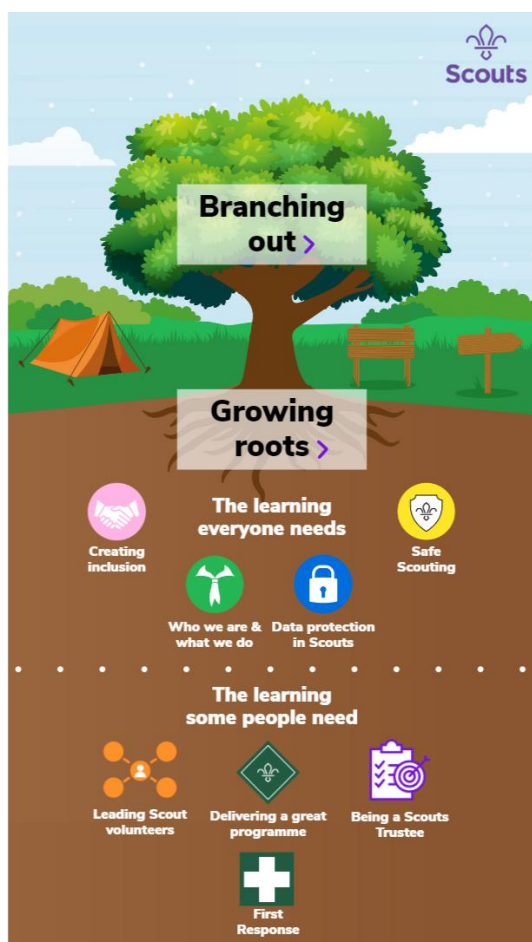
Scouts NI Training Plan

30 September 2024

1. INTRODUCTION

Volunteers are the heart of the Scouts, and we want them to get every bit as much out of it as they put in. We know that Scouting is not only about young people, but also about the development of our volunteers. We want all our volunteers to have the skills and knowledge they need to feel confident to help keep young people safe and help them gain skills for life.

We are scaling back our current provision as we are fundamentally changing our volunteer experience, and we are nationally refreshing our learning plan. Learning at Scouts will be made up of Growing Roots, learning that's personalised to the volunteer and needs to be done within their first six months as a volunteer, and Branching Out, the learning they can access to further develop their skills and knowledge. See the graphic below which outlines how the learning looks.



This document sets out the Training Plan for the 2024/2025 Scouting Year for Scouts NI. It highlights the different types of training which our volunteers can undertake, why we have included them and how we ensure they will meet the priority areas noted by EA. These priority areas include:

- Governance including Health and Safety
- Safeguarding and Children Protection
- Youth Work Curriculum prioritising Health and Wellbeing
- Development of Volunteers in line with EAs Volunteer Strategy

The full Training Plan in calendar form will follow at the end of this document. There are three key areas of training outlined in the Scouts NI Training Plan:

- Growing Roots
- Branching Out
- Support Clinics & Miscellaneous

2. GROWING ROOTS

Growing Roots is the learning you'll need to complete within the first six months as a new volunteer or when they start a new role. It covers the basics of Scouts, safety, data protection and creating an inclusive environment. Existing volunteers who have already validated the current 'Getting Started' training modules will be automatically signed off as having completed

Growing Roots. But they still need to complete the Creating Inclusion learning as this will help us to make sure everyone receives a warm welcome to Scouts.

As these are almost all online, they are readily available as soon as a volunteer needs to complete them, with the First Aid Training Counties and Districts organise the face-to-face aspect of this training for their local volunteers. Volunteers are notified of the need to complete these training modules automatically via email from Scouts UK and every two weeks Compliance Reports are generated by Scouts NI HQ and shared with Lead Volunteers. These Lead Volunteers then contact volunteers in their area who haven't completed this training and remind them of the need to be up to date.

Growing Roots for everyone

This is the learning that all new volunteers will need to complete within their first six months.

2.1 Creating Inclusion

The aim of this module is to provide all adults in Scouting with the support to make Scouts a welcoming space for everybody. It includes how to challenge assumptions, looks at practical ways to be more inclusive in everything we do, thinks about how to respond when people need reasonable adjustments and how to challenge discrimination.

2.2 Data Protection in Scouts

The aim of this module is to provide all adults in Scouting with an understanding of what the General Data Protection Regulations (GDPR) means for them, their Scout Group, District and County and how to effectively align with it.

2.3 Who we are and what we do

The aim of this module is to provide all adults in Scouting with the essential information needed to get started in their role by giving an introduction to what Scouts is and how we help young people develop skills for life.

2.4 Safe Scouting

The aim of this module is to provide all adults in Scouting with an understanding of safety practice and responsibilities as a member of Scouts, to keep everyone safe. It includes what safety and safeguarding is and why they are so important. In terms of safety, it focusses on how to assess and manage risk and how to respond to and report incidents. In terms of safeguarding, it focusses on how to recognise and respond to concerns, how to take notes and report concerns and how to protect both young people and adults.

Growing Roots for some people

This is the learning some people need to do depending on their role in Scouting.

2.5 Delivering a great programme

The aim of this module is to help our Section Teams understand how to plan and deliver a safe, balanced and high-quality programme for young people in Scouts. It includes the Scout Method and how we create impact, how to involve young people and be youth led, how to promote

positive behaviour when working with young people and how to work with parents and carers of our young people.

2.6 Leading Scout Volunteers

The aim of this module is to provide all team leaders and Lead Volunteers an understanding of what it looks like to lead, and line manage volunteers. It needs to be completed by all new Team Leaders and Lead Volunteers, except for Team Leaders of Section Teams and Sub-teams.

2.7 Being a Trustee in Scouts

The aim of this module is to provide the Charity or managing Trustees with information on their legal responsibilities and current regulations. Volunteers only need to complete this module if they have a role as a trustee.

2.8 First Aid

This module aims to cover the skills and knowledge necessary to enable adults to manage an incident and provide basic first aid and must be completed within 12 months of starting a role. First Aid training can be completed face to face and online. There are three delivery options available, and in all of them they will be required to attend a face-to-face practical validation session. First Aid courses are usually run at County/District level.

3. BRANCHING OUT

Branching Out learning is for volunteers who want to stretch themselves and develop their skills and knowledge. Some of the Branching Out learning will be required if they want to do certain things – like learning for our accreditations. Other learning will be there if, and when, helpful for them. It covers a wide range of topics, from practical Scouts skills and how to deliver adventurous activities, to how to manage projects and events. Delivery methods will also vary with some content delivered face-to-face, in practical skills workshops, or as online content on the My Learning digital tool.

The Branching Out learning is being developed with volunteers. Scouts are doing this by designing, developing and testing content with volunteers involved at every stage. This is so we end up with learning content that's relevant and engaging, whether it's videos, in-person or virtual training sessions or workbooks. As a result, we are scaling back our current provision and will change our delivery model in line with the new learning plan as eventually, all content from the Adult Training Scheme will be replaced.

4. SUPPORT CLINICS & MISCELLANEOUS

An annual training needs analysis was developed to capture training needs and released to all volunteer Leaders for self-reflection and completion in February and March 2024.

We are working to minimise expectations on volunteers and therefore we asked them how they would prefer to take part in training, which style of training they would prefer and what days/times suit people best for face-to-face training. As we design training around the availability of our volunteers it will ensure maximum engagement and increase learning and development opportunities. When we asked the respondents what additional training opportunities they would like, the overwhelming majority chose practical learning. The top 4 choices were recruitment of volunteers, camping and permits, fundraising and practical Scout skills.

We have used the results of the training needs analysis to put together a series of online Support Clinics, Volunteer Recruitment workshops and other one-off training days which address the themes the volunteers have identified. The training topics being covered in the 2024/2025 Scouting session are listed below.

- Volunteer Recruitment
- Practical Scout Skills
- Camping Permit Assessment
- Youth Shaped Scouting
- Membership database Training
- Community Impact
- EA Registration & Reporting
- Challenging Behaviours
- Inclusion
- Mental Health Awareness

5. EA PRIORITY AREAS

Our training plan is designed by volunteers, in conjunction with staff, for volunteers using the Training Needs Analysis, therefore it is completely strength based and volunteer centred. We asked various questions that covered several different areas to tie in with the Priority Areas noted by EA. How our training plan fits in with each of these Priority Areas is outlined below.

5.1 Governance including Health and Safety

Safe Scouting, Data protection in Scouts and Being a Trustee in Scouts trainings are mandatory for all Scout volunteers (Being a Trustee is mandatory for trustees), and they must complete them every three years. These are available online at a time that suits the volunteer. We also cover Governance within our monthly Support Clinics; we have training sessions throughout 24/25 on topics such as our annual Census.

5.2 Safeguarding and Children Protection

Safe Scouting training is mandatory for all Scout volunteers, and they must complete it every three years. In terms of safeguarding, it focusses on how to recognise and respond to concerns, how to take notes and report concerns and how to protect both young people and adults. This is available to complete online at a time that suits the volunteer.

5.3 Youth Work Curriculum prioritising Health and Wellbeing

Our Training Plan is heavily influenced by the Youth Work Curriculum, to ensure our volunteers are confident in helping their young people reach their full potential. All our training enables our volunteers to help our young people develop life and work skills, develop enhanced personal capabilities, increase participation, develop positive relationships, and take part in active citizenship. We also have training on Youth Shaped Scouting which enables young people to participate at the highest level in their Group and there is YL Training and PL/APL Training, which is training for the young people in leadership with their peers and the younger Sections in their Groups. In terms of Health and Wellbeing we have training looking at Creating Inclusion, Additional Needs and a Support Clinic covering mental health awareness.

5.4 Development of Volunteers in line with EAs Volunteer Strategy

We provide our volunteers with the tools and tips to feel trained, supported, and happy in their role. They can attend training to build on existing skills and knowledge and develop new competencies. Our Training Plan includes sessions such as practical skills, residential experiences and by providing these opportunities it ensures we provide skills and immersive experiences. A large chunk of our training is in person which allows us to build a community of volunteers, nurture leadership and celebrate one another.

