



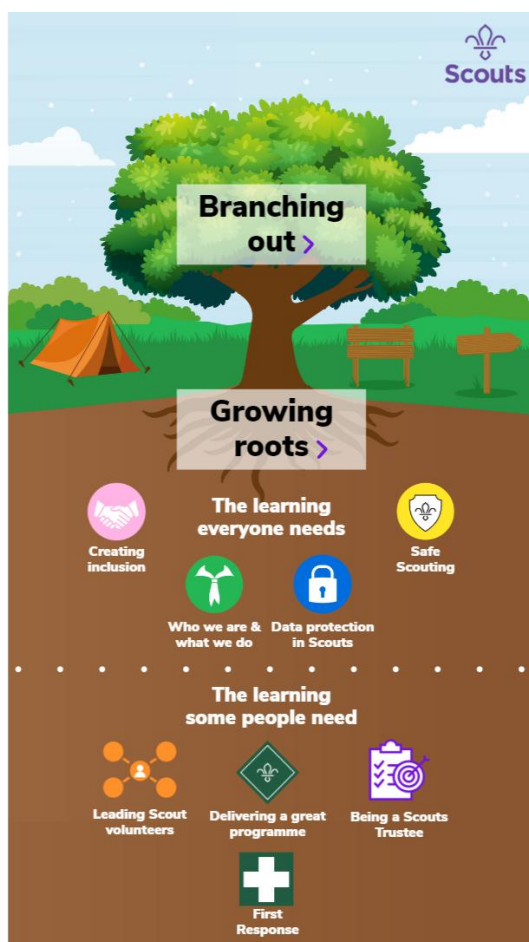
Scouts NI Training Plan

30 September 2025

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 2025/2026 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 Training Plan will follow at the end of this document in calendar form. There are three key areas of training outlined in the Scouts NI Training Plan:

- 'Growing Roots' (*this is almost all e-learning and covers the basics, this readily available and completed by all volunteers*)
- 'Branching Out' (*as we move to our new adult leadership scheme there has been no 'Branching Out' training yet included in the calendar*)
- Support Clinics & Miscellaneous

2. GROWING ROOTS

Growing Roots is the learning our volunteer Leaders 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 Regions 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.

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 2025.

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, additional needs, promoting positive behaviour and mental health awareness.

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 2025/2026 Scouting session are listed below.

- Volunteer Recruitment
- Mental Health Awareness
- Additional Needs
- Challenging Behaviours
- EA Registration & Reporting
- Practical Scout Skills
- Youth Shaped Scouting
- Membership Database Training
- Funding and Grants
- Practical Scouting skills
- Permits, eg. nights Away, hill walking, archery
- New Membership System

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 25/26 on topics such as our annual Census and reporting for EA GNT funding.

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 partnered with Reach Mentoring for 2025/2026 to create resources for our young people and training for our Leaders through support clinics to address mental health. This will ensure our Leaders are equipped and able to walk our young people through a programme focusing on their health and wellbeing.

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, permits and hillwalking and by providing these opportunities it ensures we provide skills and immersive experiences. Where we are able, we aim to complete our training either in person or across Teams in a group setting which allows us to build a community of volunteers, nurture leadership and celebrate one another.

Scouts NI 2025/2026 Training Plan

The training calendar below only highlights the opportunities that Scouts NI deliver to the volunteers. It does not include the Growing Roots Modules as these are undertaken by the volunteer at a time when suits them, or First Aid which is organised by Region/District.

Sep-25		Oct-25		Nov-25		Dec-25		Jan-26		Feb-26		Mar-26		Apr-26		May-26		Jun-26	
1st						1st												1st	
2nd						2nd												2nd	
3rd		1st				3rd												3rd	
4th		2nd				4th		1st						1st				4th	
5th		3rd				5th		2nd						2nd				5th	
6th		4th		1st		6th		3rd						3rd		1st		6th	
7th		5th		2nd		7th		4th		1st		1st		4th		2nd		7th	
8th		6th		3rd		8th		5th		2nd		2nd		5th	EA GNT Funding Workshop	3rd		8th	
9th		7th		4th		9th		6th		3rd		3rd		6th		4th		9th	
10th		8th		5th		10th		7th		4th		4th		7th		5th		10th	
11th		9th		6th		11th		8th		5th		5th		8th		6th		11th	
12th		10th		7th	PL/APL Training	12th		9th		6th	PL/APL Training	6th		9th		7th		12th	
13th		11th		8th	PL/APL Training	13th		10th		7th	PL/APL Training	7th		10th		8th		13th	
14th		12th		9th	PL/APL Training	14th		11th		8th	PL/APL Training	8th	Hillwalking Permit Assessment	11th		9th		14th	
15th		13th		10th		15th		12th		9th		9th		12th		10th		15th	
16th		14th		11th		16th		13th		10th		10th		13th		11th		16th	
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20th		18th		15th		20th		17th		14th		14th		17th		15th		20th	
21st		19th	Hillwalking Permit Assessment	16th		21st		18th		15th		15th		18th		16th		21st	
22nd		20th		17th		22nd		19th		16th		16th		19th		17th		22nd	
23rd		21st		18th	Wellbeing Primary Resource Support Clinic	23rd		20th		17th	Wellbeing Journal Resource Support Clinic	17th		20th		18th		23rd	
24th		22nd	Mental Health & Wellbeing Support Clinic	19th		24th		21st		18th		18th		21st		19th		24th	
25th		23rd		20th		25th		22nd		19th		19th		22nd		20th		25th	
26th		24th		21st		26th		23rd		20th		20th		23rd		21st		26th	
27th		25th		22nd		27th		24th		21st		21st		24th		22nd		27th	
28th		26th		23rd		28th		25th		22nd		22nd		25th		23rd		28th	
29th		27th		24th		29th		26th	Wellbeing Post Primary Resource Support Clinic	23rd		23rd		26th		24th		29th	
30th		28th		25th		30th		27th		24th		24th		27th		25th		30th	
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		31st		28th				30th		27th		27th		30th		28th			
				29th				31st		28th	Scouts NI Leaders Conference					29th			
				30th								29th				30th			
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*As we are currently refreshing our learning plan, we are still to confirm dates for our Branching Out Training.

**We are hosting a Census 2026 Support Clinic in January 2026, but the date is still to be confirmed.

***We are hosting a full day's face to face training on additional needs and challenging behaviours, and this date is still to be confirmed due to the calendar of our trainers.

****We are hosting a leadership workshop for our senior volunteers and Board members to upskill in senior leadership skills and being a trustee over a weekend in January 2026.