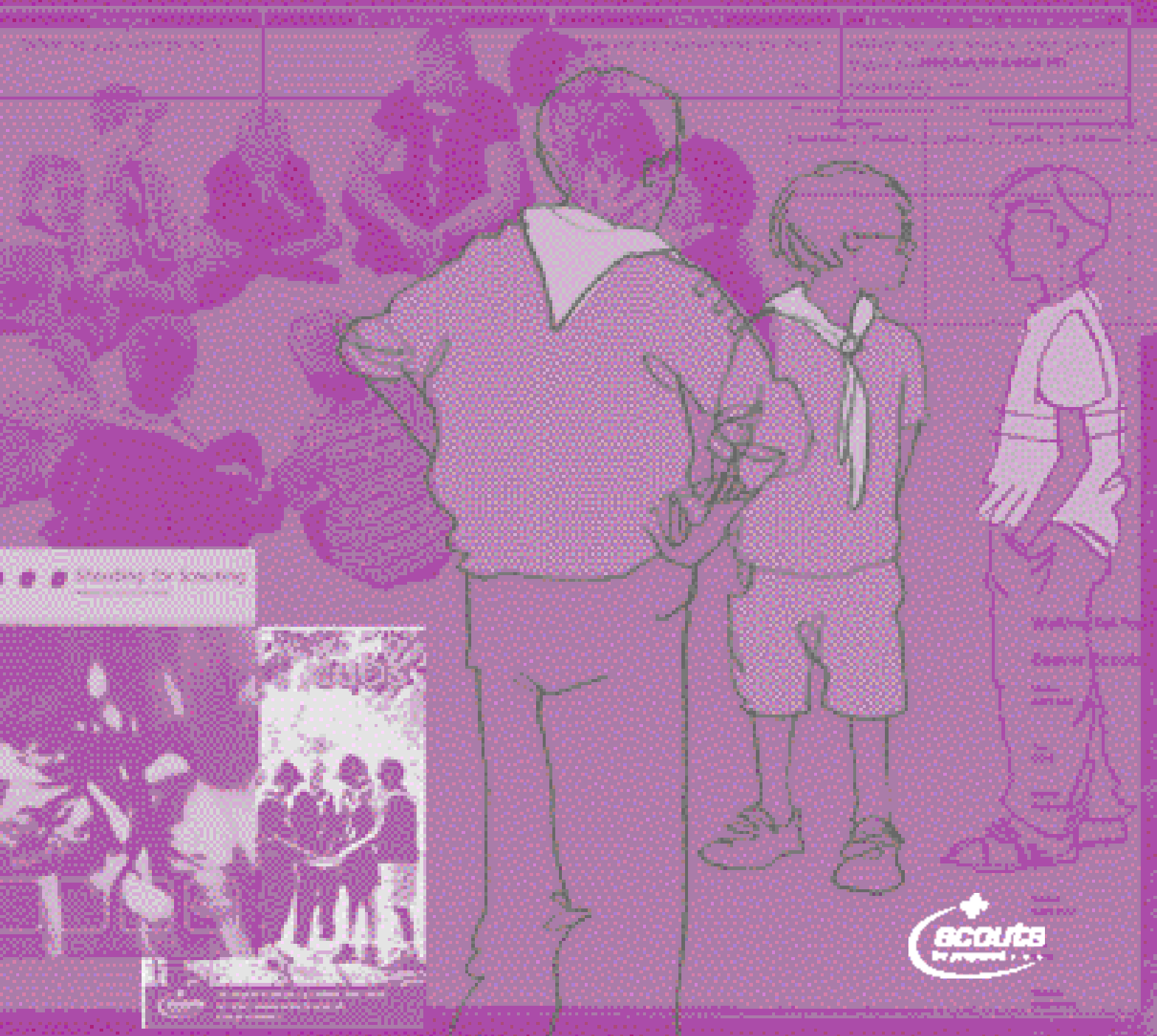


adult training



Session details

Session	Page	Timing (hrs)
1 Opportunities to grow	4	0:10
2 Planning for growth	6	0:45
3 Recruiting adults	8	0:45
4 Recruiting young people	12	0:20
5 Moving on	14	0:50
6 Waiting lists	16	0:15
7 Planning for growth – revisited	18	0:10

Planning considerations

The emphasis for the learning and validation of this module is on the practical steps that those working with a Section can take to grow the Movement. Experience in development or recruitment would therefore be useful. To this end, the session could involve the ADC (Development) and the ACC (Development). Advice is also available from the Field Development Service (in England) the Field Commissioner (in Wales) and Scottish and Northern Ireland Headquarters.

The number of participants on the course will determine your ways of working. It is recommended that larger groups (of eight or more participants) are broken into tutor groups, each supporter by a facilitator.

The game in session two on growth and development planning is based on a number of fictitious Groups in a District. Because the game is Group based it doesn't include Explorer Scout or Scout Network roles. The principles behind planning for growth however, are the same. If you have a high number of Explorer Scout or Scout Network participants then you may wish to consider adapting the game to incorporate the older Sections.



Trainer



Learner



Group



Report back



Trainer's notes



Handout notes



Timing



Visual aids

Growing the Movement (Section Leaders)

Aim

To cover ways in which an adult working with a Section can work with their GSL/others to plan and implement growth in their Group and Section.

Objectives

There are 11 overall objectives for this module:

- 1 Outline opportunities to grow the Movement.
- 2 Explain the benefit of having and using Group Development/Growth Plans.
- 3 Describe the process for creating a Group Development/Growth Plan.
- 4 Describe the Six Step Approach to the recruitment of adults.
- 5 State the principles of the key stages of induction of adults.
- 6 Describe effective ways to recruit young people.
- 7 Outline the role of the Moving On and Membership Awards and age range flexibility in supporting the transfer between Sections.
- 8 List the problems experienced by young people when moving from one Section to the next.
- 9 Describe attractive methods to encourage the successful transfer of young people from one Section to the next.
- 10 Describe how to manage waiting lists effectively.
- 11 Plan to work with their GSL and/or others in the creation and implementation of an ongoing development plan for their Section/Group.

Methods

A series of sessions

This module may be delivered as a series of training sessions in a variety of time settings. For example, it could be run over a weekend or as a series of shorter sessions over a number of evenings.

Small group

This module could be adapted to be delivered to a small group of adults, perhaps by Section.

Resources

To carry out the training in its entirety, you will need the following resources:

- Flipchart
- Flipchart paper and pens
- Overhead projector (OHP) and overhead transparencies (OHTs)
- Copies of relevant handouts
- Copies of relevant factsheets
- Copies of relevant worksheets
- *Recruiting Adults* prompt card
- *Induction* prompt card.



Worksheet



Factsheet

Growing the Movement (Section Leaders): session 1



Opportunities to grow

Key objectives

- 1 Outline methods of retention and recruitment of young people and adults.

Resources

For this session you will need the following resources:

- OHP and OHTs
- Flipchart paper and pens (where necessary).

Trainer's notes

The introduction to the module should be supported by OHT **1**. The different parts of this table should be revealed as it is discussed with participants. This session is intended as an introduction and participants should be reassured that they will be looking at the issues in more detail throughout the rest of the module.

Trainer input

Explain to participants that growing the Movement is about giving more young people and adults the experience of Scouting. Emphasise that this includes **retaining** our current Members as well as **recruiting** new ones.

Use OHT **1** to show the areas of opportunity:

Retention	Recruitment	Increasing provision
Transfer	Adults	Waiting lists
Programme	Young people	Mixed Scouting
		New Sections
		New Groups*



Transfer – making full use of the progressive Programme, Moving On Awards, Membership Awards and flexibility in age-ranges to ensure that we do not lose young people when they transfer from one Section to another. This could be within the Group or moving on to the Explorer Scout Unit or Scout Network.

Programme – using the Programme to the full to make Scouting exciting and relevant so that young people continue to attend.

Recruiting adults – Leaders, Helpers and Administrators. Finding the right people for the right jobs, inducting and supporting them.

Recruiting young people – raising awareness of Scouting and what it has to offer.

Waiting lists – managing those lists and making room so that every young person over six years of age who wants to join, can join.

Mixed Scouting – ensuring all young people have the opportunity to do their Scouting together in the same Section and Group, taking part in a balanced programme.

New Sections – this may be necessary to take in all young people who want to join.

New Groups – providing Scouting where none currently exists. (* It should be pointed out this is the responsibility of managers within the District eg. District Commissioner, rather than Section Leaders and individual Scout Groups, although new Groups may need support from established Groups).

Summary

Highlight the fact that all these areas of opportunity to grow the Movement should be planned for in order to achieve successful and effective Scouting for more young people and adults, which is what participants will look at next.



Growing the Movement (Section Leaders): session 2



Planning for growth

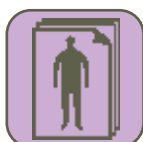
Key objectives

- 1 Explain the benefit of having and using Group Development/Growth Plans.
- 2 Describe the process for creating a Group Development/Growth Plan.

Resources

For this session you will need the following resources:

- Flipcharts
- Flipchart paper and pens
- Priority sheet (Worksheet 1)
- Group Development/Growth Planning Game (Handout A)
- Example of a completed Group Development/Growth Plan (Handout B)
- Group Development/Growth Plan (Worksheet 2).



Trainer's notes

This session is based on a game that features four different fictitious Scout Groups, and is fully explained on Handout A. You will need to split participants into four groups and issue them with their roles for the game.

If the number of players in the tutor group is lower than the number of adult parts in the fictitious Scout Group then the group can simply imagine that a Leader is absent from the meeting. The Group Scout Leader (or other) can be given the information for that Leader.



Trainer input

Split participants into Groups containing a mix of Sections. Explain to participants that each of them will take on the role of different adults within a fictitious Scout Group. They will be provided with census figures for their 'Section' and any issues/concerns. Issue the relevant parts of Handout A.

Task

- 1 With the other adults in your fictitious Scout Group, share your census numbers and any issues/concerns. (You have five minutes).
- 2 Brainstorm, list and prioritise on the Priority Sheet (Worksheet 1) all the opportunities for growth that you can see based on opportunities looked at in Session 1. (You have 15 minutes).
- 3 Now choose the top three priorities. NB. these should be the easiest to achieve i.e. quick 'wins'. (You have 10 minutes).
- 4 Using the completed Group Development/Growth Plan (Handout B) as an example, complete your fictitious Scout Group's Development/Growth Plan (Worksheet 2). List the top three priorities in order. Set realistic targets and timescales over the next 12 months and identify the individuals who could take responsibility for any actions. Leave the 'How' and 'Resources' boxes empty until the end of the module. (You have five minutes).



Summary

Highlight that a Group Development/Growth Plan should:

- be devised by everyone in the Scout Group so that ownership is shared
- focus on growth
- identify the most important two or three needs of the Group
- include realistic targets and timescales
- be simple.

Group Development/Growth Plans can then go forward to help formulate the District Development/Growth Plan. It will help Districts to see where support is needed and to support Scout Groups in the most appropriate way.

By taking it one step-at-a-time, your Scout Group will get results and be motivated to move on to other areas. Don't forget to meet regularly to see how your action plan is going. Share it with other Groups in your District and involve your District Team in helping you achieve your targets.

The important thing is to implement your plan one step-at-a-time, to get results and grow your Group.



Growing the Movement (Section Leaders): session 3



Recruiting adults

Key objectives

- 1 Describe the Six Step Approach to the recruitment of adults.
- 2 State the principles of the key stages of induction of adults.

Resources

For this session you will need the following resources:

- Flipchart
- Flipchart paper and pens
- *Recruiting Adults* prompt card
- *Induction* prompt card
- Sample Job Description (Beaver Scout Leader) (Handout C)
- Induction of Adults (Handout D)
- Copies of *Running a Name Generation Evening* (FS 500010)
- Copies of *Starting a New Scout Group* (FS 500011).



Trainer's notes

Do not allow this short session to become an opportunity for negativity. The introduction to the session should be brisk and strongly led by the Trainer.



Trainer input

Encourage participants to say very briefly whether they have done any adult recruitment before. If so, how did they do it and how successful was it?

Explain that some interesting facts came from a survey carried out by the National Centre for Volunteering:

- Around half the population of the UK undertake some form of voluntary work.
- More people undertake voluntary work now than 20 years ago.
- Three million volunteers work with children or young people.
- On average volunteers give four hours of their time per week (do we need to adapt our expectations to cater for this?).
- Only 14% of volunteers had their job explained to them.
- 70% said things could be better organised.



- Only 10% responded to a general appeal for volunteers.
- 70% of people volunteer because someone asked them to do a job.

So how do we find the right person to ask?

Outline the Six Step Approach to participants. You might find it useful to issue the *Recruitment* prompt card.

1 Define the job that needs to be done

Use a sample job description to figure out what is needed.

2 List the skills and qualities needed

Issue Handout C. Explain the importance of 'round pegs in round holes' (finding the right person for the right job).



3 List the people who could do the job

Explain that you will go into more detail shortly.

4 Target the best choice

Explain that you then look at the list and decide who is the best person to ask.

5 Ask them

Suggest that participants use the job description to help explain the role to the 'target'. They should explain why they think that person is right for the job – this can be very persuasive!

6 When they say yes ...

Plan their induction and offer support. If they say no, ask them if they know of anyone else who might be appropriate who you could approach. Also ask the next person on your original list.

Trainer's notes

Use the flipchart to demonstrate to participants how this method works. This part of the session should be light-hearted and fun.



Trainer input

Tell participants that you would like them to help recruit someone to play Father Christmas to demonstrate how this method works.



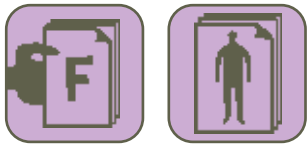
Task

As a group (supported by the Trainer) you need to:

- devise a job description based on the example
- list the skills and qualities



- ask participants to brainstorm potential candidates and list them
- decide on the best candidate.



Trainer's notes

Briefly revisit the third step – listing the people who could do the job. Encourage lateral thinking and bring the factsheet *Running a Name Generation Evening* (FS 500010) to the attention of participants.



Trainer input

Explain that it is easier to brainstorm a list of suitable names as a group rather than on your own. Explain that it can be more effective to include a few parents or people from outside Scouting as part of the brainstorming group as this will broaden the net.

Explain that during a brainstorming session attention should be paid firstly to sources of names e.g. neighbours, friends, work, local clubs and organisations (sports clubs, Women's Institute, Rotary, Parent/Teacher's Association). The brainstorming group can then put forward names suggested by these sources.

Suggest the following to participants as other methods of recruiting adults and finding help:

- **Recruitment stand** - set up a stand at an event using the method and tick list featured in the factsheet *Starting a New Scout Group* (FS 500011).
- **Parents' rota** – consider asking parents to make a larger time commitment.
- **Breaking down jobs** – find parents who may take on 'minor' roles such as making squash at the end of a meeting or collecting fees when dropping their child off.
- **Parents' charter** – make it a condition of membership that parents must undertake a role whether large or small. Have a list of jobs available for them.
- **Job sharing** – see if a job can be shared. Leaders may prefer to work on a rota basis rather than make a weekly commitment.



Trainer's notes

The final part of this session should encourage participants to think about the induction of new adults and how they as Section Leaders also have a responsibility to integrate a new adult into the Leadership team. Handout D can be used for this.

Trainer input

Explain that we lose many volunteers within the first few months because they do not receive a proper induction. They need to have their job explained to them (and this may vary slightly from Section to Section and from Group to Group). Most importantly the new adult needs to be integrated into the leadership team.

Split participants into small groups and explain that each group will be given a different new Appointment. This person has no prior knowledge of Scouting.

You may wish to issue the *Induction* prompt card.



Task

Working in small groups, participants will need to devise a simple three month induction that will:

- introduce the new adult to Scouting and their new role
- integrate the new adult fully into the Section and the Scout Group.



Growing the Movement (Section Leaders): session 4



Recruiting young people

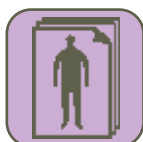
Key objectives

- 1 Describe effective ways to recruit young people.

Resources

For this part of the session you will need the following resources:

- *Active Recruitment* (FS 391003)
- Example of a 'goodie bag' - optional.



Trainer's notes

Steps for running a school presentation can be gone through from the Active Recruitment factsheet. Alternatively a real demonstration could be given with the participants acting as the audience of young people. The emphasis should be on the importance of a fun and lively promotion of Scouting to young people who will not respond to being 'talked at'. If possible, have an example of the 'goodie bag' featured in the factsheet.



Trainer input

Explain that the most effective way of recruiting young people is to go out and give them the opportunity to experience Scouting activities. Suggest to participants that the best place to find young people is at school. Permission should always be sought through the head teacher although many will be only too happy for you to provide an activity or take an assembly for 20 minutes or so.



Go through the steps for running a school presentation as set out in factsheet *Active Recruitment* (FS 391003) or provide a demonstration of one. Emphasise the importance of finding the right person to do this: the aim should be for someone with good communication skills and empathy with the target age group. Explain to participants that the methods for pre-adolescent (6-10 year olds) will be very different to those that will appeal to adolescents (10+ year olds).

Summary



Highlight the fact that school presentations can be a highly effective way of recruiting young people to Scouting. Remind participants that other methods can also be used such as:

- bring a friend evening/day - where current Members bring a friend along
- taster days – where activities are run in the local community or at a local event.

Growing the Movement (Section Leaders): session 5



Moving on

Key objectives

- 1 Outline the role of the Moving On and Membership Awards and age range flexibility in supporting the transfer between Sections.
- 2 List the problems experienced by young people when moving from one Section to the next.
- 3 Describe attractive methods to encourage the successful transfer of young people from one Section to the next.

Resources

For this part of the session you will need the following resources:

- Flipcharts
- Flipchart paper and pens.



Trainer input

Highlight the fact that currently 20% of Beaver Scouts do not move on to the Cub Scout Section and that 50% of Cub Scouts do not move on to the Scout Section. Emphasise that the Programme gives plenty of opportunities to improve links and ensure that young people move on.

Explain the role of the Moving On and Membership Awards and how they can be used to induct a young person into the next Section - including from the Explorer Scout Unit into the Scout Network. Emphasise that good links generally occur in Scout Groups where Section Leaders meet regularly and work together.

Ask participants to form small buzz groups to look at the problems that prevent young people from moving on and how the situation might be improved.

Task

In buzz groups, list the problems that can arise which prevent young people from moving on to the next Section. List ways to improve the situation.



Trainer's notes

For the final task in this part of the Session, participants from the Beaver Scout, Cub Scout and Scout Sections can work in one or more groups depending on numbers of participants. Explorer Scout Leaders should work together however, as their task is slightly different.



Trainer input

Ask participants to form groups which can be made up of a mixture of the first three Sections. Explain that Explorer Scout Leaders should work together.



Task

(Beaver Scout, Cub Scout and Scout Leaders)

In small groups, imagine that you are the Leaders of a fictitious Scout Group. You need to plan an event for all the young people and adults in the Group which will support the transfer of young people between Sections. This event should include contact with local Explorer Scout Units.

(Explorer Scout Leaders)

In small group(s), devise and plan an event which your Explorer Scouts could run for the local Scout Troops to encourage Scouts to move on to Explorer Scouts.



Report back

Each group should give a brief summary of their planned event.



Summary

Emphasise that we need to respond to the present rate of loss between the Sections by promoting effective communication between Leaders and by maximising the opportunity provided by the Moving On Award.



Growing the Movement (Section Leaders): session 6



Waiting lists

Key objectives

- 1 Describe how to manage waiting lists effectively.

Resources

For this part of the session you will need the following resources:

- Copies of *Managing Waiting Lists* (FS 155058).



Trainer's notes

If there is time, the opportunity should be taken to listen to any participant's success in managing waiting lists. Emphasise that while Section Leaders can turn to the relevant members of the District Team for advice and support regarding recruitment of adults, it is not the responsibility of the District to find new Leaders/Helpers for the Group. The District Team should, however, support the Group in its efforts to do so.



Trainer input

Emphasise to participants that although the size of waiting lists is influencing the total size of the Scout Group and of the Movement as a whole, the issue is not about numbers or statistics. Our primary concern should be for the unhappy, disappointed young people unable to join Scouting.

Talk the participants through the topics covered by the factsheet *Managing Waiting Lists* (FS 155058):

- Setting the size of the Section
- Managing membership – waiting lists and 'register of interest'
- Setting the size of the waiting list
- Who should go on your 'register of interest?'
- Who should go on your waiting list?
- What to do when it all goes wrong.

Explain that if, despite your best efforts, you cannot keep the waiting list to the level you have decided, then there are a number of things you can try. Suggest to participants that if they are limited by the number of Leaders and Helpers available, they should discuss this with their Group Scout

Leader and the relevant Assistant District Commissioner who should be able to help in recruiting more adult support.

Explain that if numbers are limited by the size of the meeting place, a discussion with your Group Scout Leader might be helpful. If there are enough adults to do so it might be possible to open another Section in the Group, meeting on a different day. Alternatively it is possible there may be places in the relevant Section of a nearby Group.

Growing the Movement (Section Leaders): session 7



Planning for growth – revisited

Key objectives

- 1 Describe the process for creating a Group Development/Growth Plan.

Resources

For this session you will need the following resources:

- Group Development/Growth Plan (Worksheet 2) – partially completed from session two.



Trainer input

Ask participants to re-form the small groups they were in for session two when they put together the first part of a Group Development/Growth Plan. Explain that they now have the necessary information to complete the plan by filling in the 'How' and 'Resources' sections.



Task

In small groups (as for session two), complete the rest of the plan on Worksheet 2 – 'How' and 'Resources'.





Opportunities to grow

Retention	Recruitment	Increasing provision
Transfer	Adults	Waiting lists
Programme	Young people	Mixed Scouting
		New Sections
		New Groups



Planning for growth

You are members of a Scout Group in Wychbury District.

The card will tell you who you are.

With the other adults in your Scout Group, share your census numbers, any issues or concerns.

Together, list:

- your census figures
- all the needs or opportunities for growth that you can see.

Look at

- Recruitment
 - adults
 - young people
- Retention
 - programme
 - links/transfers
- Increasing provision
 - mixed Scouting
 - waiting lists
 - new Sections

You have 15 minutes to complete the above.



	1st Northtown	2nd Eastown	3rd Southtown	4th Westown
GSL	GSL AGSL	GSL	None	GSL
Beaver Scout Section	BSL 2 x ABSL Young Leader 26 Beaver Scouts 18 on waiting list	None	Alpha Colony 2 x ABSL Parents' rota 22 Beaver Scouts 13 on waiting list Bravo Colony BSL 2 x ABSL Parents' rota 21 Beaver Scouts 9 on waiting list	None
Cub Scout Section	Alpha Pack CSL 2 x ACSL CSH 26 Cub Scouts 6 on waiting list Bravo Pack 2 x ACSL 18 Cub Scouts	2 x ACSL 14 Cub Scouts	CSL ACSL 2 x CSH 28 Cub Scouts	Alpha Pack CSL 2 x ACSL 2 x CSH 20 Cub Scouts Bravo Pack CSL ACSL CSH 18 Cub Scouts 4 on waiting list
Scout Section	SL SH 12 Scouts	SL 2 x ASL 24 Scouts	SL 2 x ASL 8 Scouts	Cocoa Troop ASL SH 12 Scouts Delta Troop SL 2 x ASL SH 22 Scouts
Administration	GCH GSE 10 Group Exec,	GCH GTR 5 Exec.	GCH GSE GTR	GCH GSE 12 Group Exec.



1st Northtown

Players - six

- Group Scout Leader
- Beaver Scout Leader
- Cub Scout Leader – Alpha Pack
- Cub Scout Leader – Bravo Pack
- Scout Leader
- Group Chairman

If extras are needed, add some Assistant Leaders.

Opportunities

- Beaver Scout waiting list
- Cub Scout waiting list – Alpha Pack
- Cub Scout adult recruitment – both Packs
- Cub Scout Programme – Bravo Pack
- Both Packs want mixed Scouting
- Cub Scout/Scout link
- Scout adult recruitment
- Younger Scout recruitment
- Scout programme concerns
- Links to Explorer Scout Unit
- Group Treasurer recruitment

1st Northtown

Group Scout Leader

Your Group has

- one Colony
- two Packs
- one Troop.

You have an Assistant Group Scout Leader and a Group Chairman.

You have a concern about the programme being offered in the Scout Section, as most of the Troop is 13 years old.

No Section is mixed.



1st Northtown

Cub Scout Leader - Alpha Pack

The Pack has

- one Cub Scout Leader
- two Assistant Cub Scout Leaders
- one Helper
- 26 Cub Scouts
- a waiting list of six boys.

You would like to go mixed in the Pack.

1st Northtown

Assistant Cub Scout Leader - Bravo Pack

The Pack has:

- no Cub Scout Leader
- two Assistant Cub Scout Leaders
- 18 Cub Scouts.

You have a concern about the Troop losing Cub Scouts that move up.

You would like to go mixed.

1st Northtown

Scout Leader

The Troop has

- one Scout Leader
- one Helper
- 12 Scouts (10 are 13 years-old).



1st Northtown

Group Chairman

The Group has

- a Group Chairman
- a Group Secretary
- 10 Members on the Group Executive Committee
- four of them on a fund-raising sub-committee.

You are also doing the job of Group Treasurer.

1st Northtown

Beaver Scout Leader

The Colony has

- one Beaver Scout Leader
 - two Assistant Beaver Scout Leaders
 - one Young Leader
 - 26 Beaver Scouts
 - 18 youngsters on the waiting list.
-

2nd Easttown

Players - six

- Group Scout Leader
- Assistant Cub Scout Leader
- Assistant Cub Scout Leader (can be removed)
- Scout Leader
- Group Chairman
- one parent

If you need more players, add some Assistants.

Opportunities

- Open a Beaver Scout Colony
- Cub Scout – adult recruitment
- Cub Scout – recruitment of young people
- Cub Scout Programme
- Cub Scout – mixed Scouting
- Links - Scouts/Explorer Scouts
- Group Secretary recruitment
- Group Executive recruitment.



2nd Eastown

Group Scout Leader

Your Group has

- one Pack
- one Troop.

You have a Group Chairman.

The Scout Section is mixed.

You have a concern about the poor programme being offered in the Pack.

2nd Eastown

Assistant Cub Scout Leader

The Pack has

- two Assistant Cub Scout Leaders
- 14 Cub Scouts.

The Pack is single-sex.

2nd Eastown

Scout Leader

The Troop has

- one Scout Leader
- two Assistant Scout Leaders
- 24 Scouts.

The Troop is mixed.

You have concerns about links with Explorer Scouts as not many Scouts move on.



2nd Eastown

Assistant Cub Scout Leader

The Pack has

- two Assistant Cub Scout Leaders
- 14 Cub Scouts.

The Pack is single-sex.

2nd Eastown

Cub Scout Parent and Group Executive Member

Your son is a Cub Scout.

Your daughter would also like to join.

2nd Eastown

Group Chairman

The Group has

- a Group Chairman
- a Group Treasurer
- five Members on the Group Executive Committee.

Usually one of the five Leaders fills the role of Group Secretary at Committee meetings.



3rd Southtown

Players - six

- Cub Scout Leader (also acting Group Scout Leader)
- Beaver Scout Leader – Bravo Colony
- Assistant Cub Scout Leader
- Scout Leader
- Group Chairman
- Beaver Scout Parent – Alpha Colony

If you need more players, add some Assistants.

Opportunities

- Group Scout Leader needed
- Open a third Beaver Scout Colony – waiting list
- Beaver Scout – adult recruitment (parents' rota)
- Cub Scout/Links
- Scouts – recruitment of young people
- Scouts – Programme (younger retention)
- No local Explorer Scout Unit
- Group Executive Recruitment

A Beaver Scout parent is showing an interest.

3rd Southtown

Cub Scout Leader - also acting as Group Scout Leader

Your Group has

- one Colony
- one Pack
- one Troop.

The whole Group is mixed.

Your Pack has

- 28 Cub Scouts
- one Cub Scout Leader
- one Assistant Cub Scout Leader
- two Cub Scout Helpers.



3rd Southtown

Beaver Scout Parent - Alpha Colony

The Colony has

- 22 Beaver Scouts
- two Assistant Beaver Scout Leaders
- A parents' rota
- A waiting list of 13 young people.

3rd Southtown

Scout Leader

The Troop has

- one Scout Leader
- two Assistant Scout Leaders
- eight Scouts.

You have five Scouts who are 13 but there is no local Explorer Scout Unit.

3rd Southtown

Assistant Cub Scout Leader

Your Pack has

- 28 Cub Scouts
- one Cub Scout Leader
- one Assistant Cub Scout Leader
- two Cub Scout Helpers.

3rd Southtown

Assistant Cub Scout Leader

The Group has a

- Group Chairman
- Group Secretary
- Group Treasurer.

The only other members of the Group Executive are Leaders.



3rd Southtown

Beaver Scout Leader - Bravo Colony

The Colony has

- 21 Beaver Scouts
- one Beaver Scout Leader
- two Assistant Beaver Scout Leaders
- A parents' rota
- A waiting list of nine young people.

4th Westown

Players - six

- Group Scout Leader
- Cub Scout Leader – Alpha Pack
- Cub Scout Leader – Bravo Pack
- Assistant Scout Leader – Cocoa Troop
- Scout Leader – Delta Troop
- Group Chairman

If extras are needed, add some Assistant Leaders.

Opportunities

- New Beaver Scout Colony
- Cub Scout waiting list
- Cub Scout – Alpha Pack programme
- Cub Scout – mixed/Scout – mixed
- Cub Scout/Scout Links
- Cocoa Troop – Adult recruitment
- Group Treasurer recruitment

4th Westown

Group Scout Leader

Your Group has

- two Packs
- two Troops.

You have a Group Chairman.

The Group is single sex.

You have a concern about the programme in one Cub Scout Pack - Alpha.



4th Westown

Cub Scout Leader - Alpha Pack

The Pack has

- one Cub Scout Leader
- two Assistant Cub Scout Leaders
- two Helpers
- 20 Cub Scouts.

You would like to go mixed in the Pack.

4th Westown

Cub Scout Leader - Bravo Pack

The Pack has:

- one Cub Scout Leader
- one Assistant Cub Scout Leaders
- one Cub Scout Helper
- 18 Cub Scouts
- You have four Cub Scouts on a waiting list.

You have a concern about the Troop losing Cub Scouts that move up.

4th Westown

Assistant Scout Leader - Cocoa Troop

The Troop has

- one Assistant Scout Leader
- one Helper
- 12 Scouts.



4th Westown

Scout Leader - Delta Pack

The Troop has

- one Scout Leader
- two Assistant Scout Leader
- one Scout Helper
- 22 Scouts.

4th Westown

Group Chairman

The Group has

- a Group Chairman
- a Group Secretary
- 12 Members on the Group Executive Committee
- five of them on a fund-raising sub-committee.

You are doing the job of Group Treasurer.



Urgency	High	Urgent but not important	Urgent and important
	Low	Not urgent and not important	Not urgent but important
		Low	High

Importance



Group 1st Wychbury For 12 months from: 31 January

Target	By when?	Who?	How?	Resources
New Beaver Scout Leader	April	GSL		
		ADC(Development)		
		Group Chairman		
Improve transfer of Scouts to Explorer Scouts	June	Assistant Scout Leader District Explorer Scout Commissioner		
Increase number of Cub Scouts	December	Cub Scout Leader ADC(Cub Scouts)		

The role of a Beaver Scout Leader



What job do you want me to do?

- Lead a team of adults in the running of the Beaver Scout Colony.

What is involved?

- Weekly meetings for a group of 6 - 8 year-olds
- With other Leaders, plan and run these weekly meeting including activities such as games, handicrafts, stories, making drinks and outings
- Going into uniform and becoming a Member of The Scout Association*
- Attending Leaders' meetings every two months

* If you don't wish to go into uniform you can become a Colony Assistant.

Where and when?

- Wednesday night 5.30 till 6.45pm at Scout Headquarters
- Possible occasional outings/events at weekends

Who will I be working with?

- Beaver Scout Leaders
- Group Scout Leader
- Parents' rota

What help do I get?

- Meeting place
- Equipment for games and activities
- Ideas books and magazine
- Leaders' handbooks
- Support from Group Scout Leader and Group Committee
- Money for equipment, etc.
- Training

How long do you want me to do the job?

- Initially one year



Congratulations!

You are working with a Scout Group that has just recruited a new

This person has no prior knowledge of Scouting.

Devise a simple three-month induction programme that will:

- introduce them to Scouting
- introduce them into their new role
- integrate them fully into the Section and the Scout Group.

NB. Remember the Provisional Appointment stage.

13

Who is *Growing the Movement (Section Leaders)* for?

This module (number 13) is for Section Leaders, Assistants and Supporters working towards their Wood Badge. It provides information and practical advice on how to grow the Movement in their area of responsibility.

What does the module contain?

This module contains approximately 3½ hours of learning that may be managed in a variety of ways.

How is this module validated?

The validation of this module is based on the individual's ability to meet the validation criteria, as set out in the *Training Adviser's Guide* and the *Adult's Personal File*. This means that the adult will be required to demonstrate how they have grown their Section.

What information is provided?

This module contains objectives that relate to the principles behind growing the Movement, and the practical steps that can be taken to help ensure growth.

The objectives for the module are given followed by methods of training. The content is given in outline with key points expanded in more detail. Trainer's notes are also given to provide guidance on methods or other key points.

The information is not however a script for the sessions. Prior knowledge and/or research of the subject matter by the Trainer will be required before it can be delivered.



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Editor's note

Although in some parts of the British Isles Scout Counties are known as Areas or Islands and in one case Bailiwick, for ease of reading this material simply refers to County or Counties.