TRANSFORMATION One Page Change

Scouts Cornwall

A Warmer Welcome

Teams will be able to create digital adverts and opportunities easily to reach new people with a new digital recruitment tool.

A 'Welcome Conversation' will replace the often-dreaded Appointments Panel interview.

New volunteers will be able to track their progress digitally through new tools via scouts.org.uk

Why?

Volunteers have told us the current welcome process can be off-putting and it takes up a lot of admin time.

The current welcoming process isn't very clear to new volunteers, and usually happens out of order.

Simplifying Roles and Structures

Most volunteers will be members of teams rather than having specific roles, so it's easier to share the tasks whilst offering flexibility.

Team Descriptions will give purpose, tasks & outcomes, and will replace the current role descriptions.

Some role titles will be updated to improve perception of tasks which will ensure a better understanding to prospective volunteers.

Why?

Current structures and roles are confusing. External research has shown that the majority of role titles aren't understood by those outside of Scouts. This directly affects recruitment of volunteers.

We have a small number of people with lots of responsibility placed on them. New structures will offer flexibility and choice of tasks.

More Engaging Learning

We're reducing and removing the heavy administration work of manually recording and validating learning.

Content will be split into Core Learning, which is mandatory, and Branching Out, which is optional.

There will be a new points-based approach to gaining your woodbadge, with points gained from optional learning completed.

Why?

"I've completed my training over a year ago, but the trainer has no time to validate me, I feel really let down".

We need to make learning more accessible, personalised, and relevant. The current training matrix is 20 years old and out of date.

New Digital Tools and Support

New Welcome, Membership and Learning systems will be accessed via a single log-in on scouts.org.uk

They'll be easy to access on all devices, and they have been extensively tested with our own volunteers.

For those who may not feel confident using technology, there will be a new range to tools and resources to help. This will include face-to-face support from others in Cornwall.

Why?

Compass is no longer up to the job of providing us with detailed information about our adult membership. Only a quarter of volunteers have ever used it.

Most of our current digital tools don't work well on mobile devices.

Other new tools will provide a digital first approach.

Get in touch – transformation@cornwallscouts.org.uk
Learn more – www.cornwallscouts.org.uk/transformation