

Transformation Update August 2023

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To:transformation@ <transformation@cornwallscouts.org.uk>



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understand | plan | deliver | keep going

Countdown to Transformation: 179 Days

Hi All,

As you can tell by the weather, it's the summer holidays! I hope you have some time to relax planned in between any camps, days out and most importantly time with your families. The work around Transformation continues preparing for September when we will be pushing forward to help planning the teams' structures, getting everything on Compass tidied up before we get ever closer to the Transformation date, currently being planned as February 2024. This may seem a long way away, but it will soon fly by! We are already 7 months since launching Transformation at Basecamp Kernow and that only seems like yesterday... Since my last email to you all, there has been lots of progress with all the areas of change.

The Transformation Team and I have visited Group meetings, District AGMs and the County AGM. During these visits it has been brilliant to hear how people are embracing the changes, how they are starting to plan for the change and how it's already encouraging more volunteers to come forward and help. We know there will be concerns and we've seen comments that the changes "don't apply to me" and "just aren't worthwhile". If you're feeling like that, please engage with the Transformation Team, we are here to support you and your teams to get the most out of this process as possible.

You asked, we delivered... The team are getting lots of questions from leaders all over the county, which is fantastic as it shows us you're getting involved. To help answer some of the questions we have created a FAQs page on the County website. You can access it by visiting the Transformation Resource Hub and clicking the FAQs link. As we progress through transformation, the team will keep adding to this page, so keep checking back if you have any questions.

Finally before I update you on each of the change areas. The team and I are building a picture of how the transformation message is spreading around the county. We would really appreciate it if you could complete a short survey to let us know. This survey is open until 31st August and will help us shape the support we provide from September onwards towards transformation day.

If you want any further support or have any questions please use the communication routes at the end of this email...

Thank you!
John Rickard
County Transformation Lead

Simplify How We Volunteer - Moving to working in teams

Over the last couple of months, the Transformation Team and I have been introducing some of the County Team and the District Commissioners to planning their teams. [Team Descriptions](#) have now been published online for everyone to access; we have been using these with Executive Committees during their transformation to Trustee Boards. I encourage you to have a look at the Team Descriptions, as after September we will be focussing on working with CC, DCs and GSLs to plan how the teams change may affect them.

From our point of transforming, Scout Active Support Units will cease. In May I contacted the District Commissioners who have SASUs linked to their Districts. They should be starting conversations with those members to plan which team or role the members may move into. SAS members will either move into being an active member of a team or sub team, for example campsite maintenance teams or events teams, alternatively an SAS member may decide to [retire their role](#). This is a discussion to have with your District Commissioner as soon as possible, to aid their planning from September.

Executive Committees continue to gradually move towards being Trustee Boards. As a reminder, as of POR in April 2023 Executive Committees have been referred to as Trustee Boards, this doesn't need any formal vote by a committee, it is just a case of being called a new name. The Trustees role and responsibilities has not changed; however, the [team description](#) of a Trustee Board has been rewritten to hopefully make it clearer what the Trustee Board does. We know there have been questions about this change, which are now covered in our new FAQs section on the County website.

I also encourage everyone to watch the HQ video on [Embracing Our Volunteering Culture](#) it is a great introduction to what Scouts all over the UK are aiming towards.

Support To Get Everyday Things Done - Completely new digital tools

You may have read that Scouts have launched a [new toolkit](#) for anyone to use, to improve their digital skills.

This week a focus group from across the UK is being introduced to the new membership system, I am joining the call to assist with testing of the new volunteer journey and accreditations. It will be my first look at the real thing, rather than screenshots, which I am really excited about. A cohort of 10 counties will be transforming in November 2023, three months before us and I am anticipating more previews, to a wider selection of leaders, of the membership and learning systems once the early cohort have access and any creases have been ironed out.

Accreditations are being created to be able to delegate some of the tasks which need to be done and recorded by a specific person. These tasks will sit with a Lead Volunteer (Group, District or County) unless that person nominates someone else to do it. I have been involved with the reviews of the accreditation descriptions, I have been surprised at the wide variety and how they've been thought about, a real positive step for being able to spread our workload out. When the Transformation Team know more about these they will be communicated to the CC, DCs and GSLs.

A More Engaging Learning Experience - New ways of learning with more flexibility

We have also had a lot more information on way training will transform to learning. Kevin Allen, the County Training Manager, is part of the Transformation Team and is keeping his finger on the pulse with how training will change. I don't want to steal his thunder, so keep an eye out in your emails for more information on how Cornwall will move forward with learning.

The key message is to not stop what you're doing. Any training which you do now, as long as its validated on Compass, will be migrated to the new learning system.

You may remember that from transformation day the Wood Badge becomes an optional component of the learning journey. Kevin will have more information but if you're working towards your Wood Badge now, keep going, it is still a fantastic achievement and whatever you do now will count.

A Warmer Welcome - Introducing new volunteers and retaining others

In the last national transformation leads call, I was introduced to more detail on how the welcome journey will happen for new volunteers, volunteers moving teams and young leaders moving to become adult leaders. I will be sharing this with the County Team and District Commissioners in September. So more info will come out to all towards the end of this year...

What do you need to do?

- Complete the [August 2023 Transformation survey](#)
- SAS members speak to your District Commissioner
- Keep your eyes peeled for information on the new learning system
- Join our [Facebook page](#)
- Join the WhatsApp Groups relevant to your role (see below)
- Check out the [online resource hub](#)
- GSLs, please speak to your DC about cleaning up your Compass data... This is an ongoing thing...
- Transform your [Executive Committee to a Trustee Board](#)
- Watch the Training to Learning videos on the [Transformation Resource Hub](#)

Transformation in Action - real examples of change happening in Cornwall

In my June 2023 update I introduced you to 1st Newquay Scout Group, who were working with the District Commissioner and District Chair to strengthen their structure and to try and recruit new trustees. As with many groups the Executive Committee meetings had become a leaders meeting with some discussion about money.

The Transformation Team supported the Group to promote a recruitment drive prior to their AGM, using resources on the [Scouts website](#) and the Transformation Resource Hub. Emphasising the flexibility of volunteering and that not all teams are the ones in uniform (but that's always a welcome option).

What was the result? - At their AGM in late July the group attracted two new parent trustees, a group secretary and a group treasurer! They volunteered because the commitment was flexible and it could be done around their busy family lives.

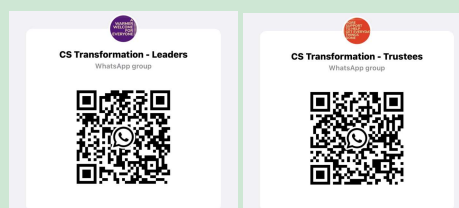
James McIntyre, Mid Cornwall District Commissioner, said "Transformation has given groups an opportunity to really look at how they are structured and share work. 1st Newquay is a brilliant example and I will be encouraging all my groups to do the same. 1st Newquay used the new volunteering culture resources, the promotion of flexible volunteering and new team descriptions to encourage the four new volunteers who came forward at the AGM... Myself and the District Team are always willing to support groups and now doing this with 1st Newquay, I hope we can replicate it elsewhere in the District."

If you have a story to tell about your transformation journey, please email transformation@cornwallscouts.org.uk

Help and Support

WhatsApp Communities

Join the groups below and chat about the transformation, ask questions or just keep in touch with how others are getting on...



Email & Facebook

You can get in touch with the Transformation team at any time through email or our Facebook page. The team aim to respond to your enquiries within 48 hours.

transformation@cornwallscouts.org.uk
www.facebook.com/cornwallscoutstransformation
www.cornwallscouts.org.uk/transformation

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transformation@

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