

## Transformation Update October 2023

transformation@ <transformation@cornwallscouts.org.uk>

Sun 10/8/2023 5:00 PM

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



# Transformation Update October 2023

understand | **plan** | **deliver** | keep going

**Countdown to Transformation: 115 Days**

### What do you need to do?

- SAS members speak to your District Commissioner about your future team/role
- Speak to your Training Advisor and Local Training Manager if you're still working towards your wood badge and need some modules ticked off
- Join our [Facebook page](#)
- Join the WhatsApp Groups relevant to your role available on 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](#)
- Use the Group, District and County Planner to start thinking about how your teams will look

Hi All,

Well, we are two months closer to transformation, time is really flying now and we are really enjoying visits to groups helping and supporting them. The Transformation Team are available to you, so please don't hesitate to get in touch and invite us to your meetings.

I provided the County Team with a lengthy and bulky update at the start of September. We're now firmly into the planning phase of our transformation journey and it's exciting to see the benefits we are already bringing to our new and current volunteers. In different places throughout the county, I have seen new trustees coming forward, teams starting to share the workload more and leaders promote our culture of flexible volunteering. Well done everyone for really grabbing these opportunities with both hands.

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

[Team Descriptions](#) have now been published online for everyone to access. All the District Commissioners have been introduced to the descriptions and will now be looking at planning their teams Groups should also be looking at how they will be structured after transformation. There are planning tools available on the [resource hub](#) to help County, Districts and Groups to plan. Please reach out to the Transformation Team if you need any help or support.

As a reminder, SAS units will close at the point of transformation. Please speak to your District or County Commissioner to discuss your plan for after this date. 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](#).

Executive Committees continue to 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. We know there have been questions about this change, which are now covered in our new FAQs section on the County website. If there is something missing on there, let us know.

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

In the latest national meeting for Transformation Leads, the digital team updated us on how the development of the new membership system is coming on. Some of the functionality which will be included at the point of transformation will be; Self-service management of your details, greater visibility of others (GDPR compliant), automated references process, nights away notification process, automated compliance for awards, permits and nights away, the integrated learning system, single-sign-on to Atlantic Data, permit applications online and much much better reports and ability to build custom data reports.

The system is really shaping up and the whole team of Transformation Leads are eagerly awaiting seeing how the early adopter counties get on and migrate away from Compass.

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

Our County Training Manager, Kevin Allen, continues to update and work with his team of Local Training Managers and Training Advisors to get us prepared for transformation.

The key message from us is to continue how you're learning currently. If you're still working towards your wood badge, keep going. Ensure all training is being validated, as if it isn't it will not be moved into the new system.

Getting Started training is being replaced with Growing Roots learning.

We know that if you have completed the Getting Started training (and it's validated) this will mean you're compliant with the new Growing Roots learning. If you have only done part of your Getting Started at the point of transformation, what you have done and had validated will be attributed to your Growing Roots learning. There will be some bits to continue with before you will be fully compliant.

More information on how specific teams will need to continue learning will come before we transform... For example; Trustee Boards.

In order to help you to progress to gain your Woodbadge, Kevin and the Training Team are prepared to run Courses covering a number of key Modules within each of the Districts. If you have any specific needs or questions please contact Kevin on

kevin.allen@cornwallscouts.org.uk

## A Warmer Welcome - Introducing new volunteers and retaining others

We have now had some more detail on how the new welcome journey will happen after transformation.

The Volunteer Development Teams at District and County level will monitor each new volunteer's journey, this doesn't mean they run the process or have to manage each step. The journey will be a collaboration between the new volunteer, team members from the team they are coming into and the lead volunteer of the group, district or county.

District Commissioners have been updated on how welcome conversations will look and they will be speaking to any members of local Appointment Advisory Committees. A welcome conversation forms only one part of the welcome journey and the new volunteer will also need to submit named references, enter their personal information, complete their DBS information and sign declarations. All of which will be easily done through the new membership system.

A welcome conversation will be done by two volunteers. Good practice would be someone from the team the new volunteer is joining and then the other will be someone not related to the group or team. The second person is independent, this is important and part of good practice from the NSPCC. Remember the welcome conversations are just that, they're welcoming and not the stereotypical appointments panel which commonly felt like an interview for a job. Module 37 training will be retired and won't be migrated to the new system. There will be new learning for someone who wants to be part of the welcome conversations. This learning can only be done by someone who is an active member of a Group team, District team or County team.

## Transformation in Action - real examples of change happening in Cornwall

Stenek H'an Mor District welcomed the Transformation Team to their District meeting in September. The District is going through a period of transition welcoming a new District Commissioner during their transformation journey, and electing a new District Chair to their Trustee Board.

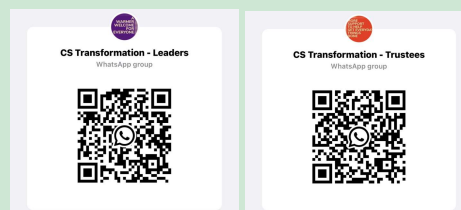
The District and Transformation Team discussed how the District Leadership Team and District Trustee Board is structured and how their responsibilities are laid out. It was a really positive meeting giving the teams plenty to think about when planning their teams moving forward.

*If you have a story to tell about your transformation journey, please email [transformation@cornwallscouts.org.uk](mailto: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](mailto:transformation@cornwallscouts.org.uk)

[www.facebook.com/cornwallscoutstransformation](https://www.facebook.com/cornwallscoutstransformation)

[www.cornwallscouts.org.uk/transformation](https://www.cornwallscouts.org.uk/transformation)

*You have received this message because you are registered on Compass as a volunteer with Scouts within Cornwall. If this is not the case anymore, please contact the Group, District or County contact you worked with. Alternatively send a message through our [County Website](#)*

[transformation@](mailto:transformation@)

Preparing young people with #SkillsForLife | [scouts.org.uk/join](https://scouts.org.uk/join)

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