

## **CHANGES TO SCOUT FELLOWSHIP**

### **EXECUTIVE SUMMARY**

Scout Active Support will replace Scout Fellowship in a phased transition that will run from 5 Sep 09 to 31 Dec 2010. County/Regional (Scotland) and District Commissioners will be instrumental in this change, they will decide when to begin the transition. Scout Active Support Units will be led by a Manager, appointed by the responsible Commissioner, who will be responsible for ensuring that support is given to local Scouting. The roles of ADC / ACC (Scout Fellowship) and the elected committee of Chair, Secretary and Treasurer will become obsolete from 31 Dec 2010.

### **BACKGROUND**

- Consultation was started three years ago and has been a long progress; mainly because as far as possible, every strand of Scout Fellowship activity was examined.
- Initial consultation highlighted existing issues and showed the need for some review of, and possible change to, the Scout Fellowship, but did not provide specific answers. The consultation brought out a variety of positive stories, showing where and when Fellowship is working well - it is a real asset to the District/County. However, it also brought out a large number of issues, showing that where Fellowship does not work well it is seen as a burden, so doesn't receive support from Commissioners as they are handling more important matters.
- The consultation process also brought forward strength of feeling amongst many Fellowships that they are undervalued and not readily engaged in supporting local Scouting.
- Whilst it is acknowledged that every 'adult only' group supporting Scouting should be a Scout Fellowship, many avoid use of the name 'Scout Fellowship'.
- The work and support given by the current Scout Fellowship provision to Scouting is both valuable and vital; the review was aimed to ensure that positive aspects of current Scout Fellowship provision is kept allowing Scout Active Support to support local Scouting whilst being effectively supported locally.
- The review highlighted the need for a more formalised structure that recognises that Scout Fellowships can have a combination of three different elements – skill, support and social activity. All Fellowships will have these elements to a varying degree and it should be recognised that they are all important for a healthy and active Fellowship.
- The review highlighted the need to strengthen the line management structure for Fellowship – enabling the responsible Commissioner to have more control, and a greater ability to target the support provided by Fellowships.
- A desire was identified for Fellowships to be more closely integrated with adult leadership.

- Also recognised was that responsible Commissioners should be able to manage, or have a link to the management of the Scout Active Support provision in their own County/Region/District in a way that suits them.
- The greatest strength about Scout Fellowships is their flexibility. This means that there can be any number of different types of Unit. They can also be based at Group, District County or even National levels of The Association.
- Communications and local support – this has been a key area of work over the last year with a new website at [scouts.org.uk/fellowship](http://scouts.org.uk/fellowship); Scout Fellowship e-News which has rapidly grown in strength; Regional support at days; Regular features in *Scouting* magazine and the *Focus* supplement, which have been slowly changing the overall profile of Scout Fellowship in preparation for the launch; and finally development of resources and factsheets

## **RECOMMENDATIONS FROM THE REVIEW**

Following the 3 year review, these are the recommendations that became apparent:

- That the image and brand of the current Scout Fellowship be changed in line with The Association's brands refresh, and that the title of Scout Fellowship is changed to 'Scout Active Support Unit'.
- That the management and support structures for the current Scout Fellowship be changed and that a new appointment of 'Scout Active Support Manager' is created.
- The Appointments of ADC (SF) and ACC (SF) be removed with effect from 31 Dec 2010.
- The Role of Scout Fellowship Chairman, Secretary and Treasurer are made obsolete.
- That 'Policy, Organisation and Rules' are amended to the effect that the 'Scout Active Support Manager' is a member of the District/County/Area's management team.
- That the Scout Active Support Manager must hold or be working towards a wood badge.
- That Policy, Organisation and Rules are amended to the allow Scout Active Support Units to operate financially in a very similar way to Scout Networks.
- That a new, optional role of Scout Active Support Coordinator is created, and that Policy, Organisation and Rules are amended to allow the day-to-day administration of Scout Active Support Units to operate in a similar way to the Explorer Scout and Scout Network sections.
- That the Scout Fellowship's 'Remit' is replaced by a proactive Service Agreement as decided between the responsible Commissioner and the Scout Active Support Manager.
- That part of the Scout Active Support Manager's role is to establish and maintain active links with Scout Networks and Explorer Scout Units in their respective area.

## **WHAT IS SCOUT ACTIVE SUPPORT?**

- ❖ Scout Active Support is a way that adults can provide support to local Scouting.

- ❖ Scout Active Support is a way for adults to volunteer some time to Scouting in a flexible way that suits them.
- ❖ Scout Active Support is a resource for Managers of local Scouting including Group Scout Leaders, District Commissioners and County Commissioners, to use in which ever way is required.
- ❖ The elected roles of Scout Fellowship Chairman, Secretary and Treasurer will disappear. Scout Active Support Units will be managed by an adult appointed by the Responsible commissioner for this purpose. The Responsible Commissioner will have responsibility for the operation of Scout Active Support in their District, County or Area – giving more control to County and District Commissioners whilst reducing the burden of everyday tasks.
- ❖ The ways that Scout Active Support can aid Scouting is endless however, it is vitally important that Scout Active Support Units have direction as well as the freedom to develop as a group of adults. Below are a few examples.

### **Programme delivery to young people**

**Example 1:** A new Beaver Scout Colony has just opened. Members of a District Scout Active Support Unit who have experience in running a Beaver Scout Colony could support the new Leadership team for the first term.

**Example 2:** A Cub Scout Pack is doing the Local Knowledge Activity badge. A Member of the Group Scout Active Support Unit could attend meetings for 2 weeks to share their knowledge of the local area with the Cub Scouts.

**Example 3:** An Assistant Scout Leader at a local Group is on maternity leave. A Member of the District Scout Active Support Unit could act as the Assistant Scout Leader for the duration of the maternity leave.

**Example 4:** A County Scout Active Support Unit could provide opportunities for Scout Groups across the County to gain experience of water activities by coordinating 6 experience days annually.

### **Development of Scouting**

**Example 1:** A District Explorer Scout Unit is planning an International Expedition. The District Scout Active Support Unit could work with them to plan the trip, including fundraising.

**Example 2:** The District Commissioner is losing track of Want to Join enquiries from young people and adults. A County Active Support Unit could take on following up Want to Join enquiries, which might involve supporting adults and young people until they are involved in Scouting.

**Example 3:** A Scout County runs an annual open day for adults and young people to experience Scouting. The County Scout Active Support Unit could take responsibility for organizing an element of the day, coordinating activities and handouts.

**Example 4:** A Scout Group is struggling for adults Leaders, a Group Scout Active Support Unit could take the lead on recruitment for the Group by attending local events such as school fairs and University Open Days.

## **Key Appointments in Scout Active Support**

Below is a list of roles that are instrumental in the setup and running of a Scout Active Support Unit.

### **Group Scout Leader, District Commissioner or County Commissioner**

The Group Scout Leader, District Commissioner or County Commissioner has a role in starting and developing a Scout Active Support Unit. This should be decided upon dependant on the Group, District or County needs. The Group Scout Leader or responsible Commissioner must ensure the Scout Active Support Unit is meeting its purpose and fulfilling a need.

Ultimately the Group Scout Leader, District Commissioner or County Commissioner is responsible for ensuring that line management for the Scout Active Support Unit is in place. The Group Scout Leader, District Commissioner or County Commissioner may fulfil this role, or nominate another person to undertake this – depending on the local management structures in place.

### **Scout Active Support Manager**

The Manager is responsible for the management, leadership and day to day running of a particular Scout Active Support Unit. The Scout Active Support Manager works with the Group Scout Leader or responsible Commissioner to agree a service agreement which details the purpose of the Scout Active Support Unit. This should be reviewed annually to ensure that the Scout Active Support Unit is accomplishing the targets set.

The Scout Active Support Manager is part of the Group Leaders' Meeting or the District/County Team (as appropriate) so that the work of the Scout Active Support Unit is directly linked into the local Scouting structure.

### **Scout Active Support Coordinator**

The Coordinator role is to assist the Scout Active Support Manager. A Coordinator may be appointed to fulfil a specific function, for example ensuring membership details are kept up to date, or could be a more general provider of support to the Scout Active Support Manager. There may be more than one Scout Active Support Unit Coordinator per Unit, and this will be decided upon by the Unit Manager.

The Line Manager of the Scout Active Support Unit Coordinator is the Scout Active Support Manager.

### **Scout Active Support member**

The flexible nature of Scout Active Support lends itself to people who want to be involved in Scouting and benefit from opportunities for flexible volunteering. Scout Active Support can take up as much or as little time as the volunteer wishes. Each Scout Active Support member is responsible to the Scout Active Support Manager for carrying out the work of the Scout Active Support Unit.

## **SUMMARY OF KEY MESSAGES AND TASKS**

The Scout Fellowship is changing and although you may start Scout Active Support Units from this September, there will be a considerable transition period to enable Scout Fellowships to begin the transfer. However, this must be complete by 31<sup>st</sup> Dec 2010.

The roles of County Commissioner and District Commissioner are vital if the change is to be a success.

As the Responsible Commissioner, you will need to start thinking about some important decisions and how you will introduce these changes in your own County/District.

It is essential that the role of Scout Active Support Manager is given to the most appropriate individual and that person may not necessarily be the current Chairman or ADC (Scout Fellowship)/ACC (Scout Fellowship).

The Service Agreement that you agree with your Scout Active Support Manager must fulfil part of your development plan, remain current and be proactive.

- If you intend to appoint someone new as the Scout Active Support Manager how will you reassign the current appointments into new roles?
- How will you manage the provision of Scout Active Support?
  - Will you manage the Scout Active Support Managers yourself? (fig.1)
  - Will you nominate another role to fulfil this? (fig.2)

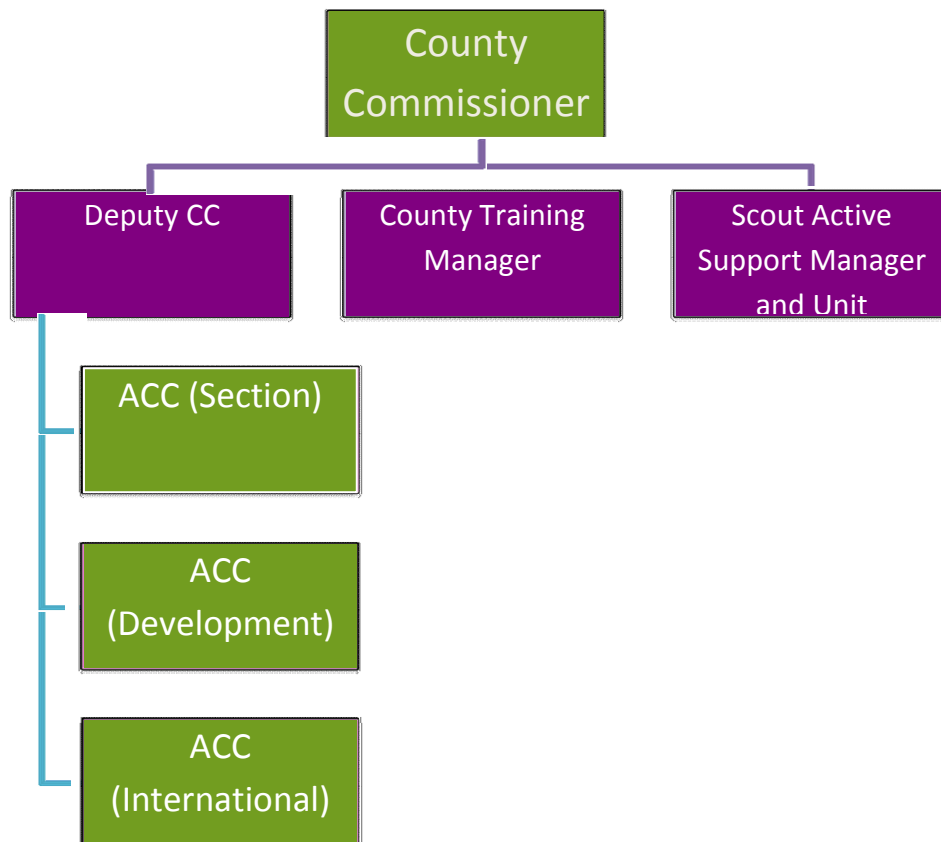


Fig 1 – CC directly line manages Scout Active Support Units.

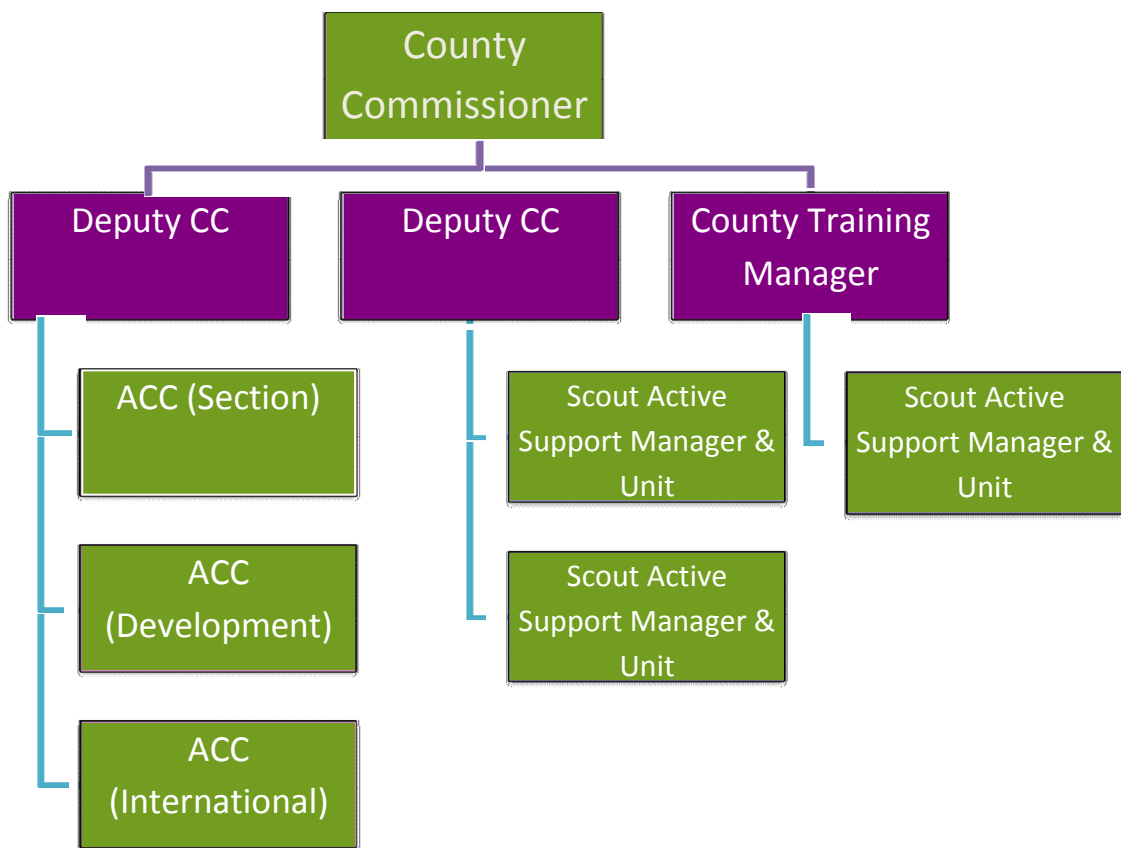


Fig2 – CC delegates line management of Scout Active Support Units to a deputy.

#### KEY MESSAGES

- The structure of Scout Active Support is better connected to the local decision making and support structures so that it is natural for Scout Active Support to be involved in local Scouting.
- Scout Active Support is a more natural option for flexible volunteering particularly for parents, occasional helpers or when leaders take time out.
- A new branding to make Scout Active Support more visible within the Movement and to attract more members.
- Scout Active Support will make volunteering for The Scout Association more attractive to a wider range of adults (younger and older) from both within current Membership and outside.
- Scout Active Support keeps the best of the current Scout Fellowship provision whilst building it by making it more attractive to new members.
- Real opportunity to change.