

# The County Development Service



Our county development service is a central part of our county approach to the growth and development of scouting across our five districts.

The service is steered and monitored by the county leadership team which enables us to work in 'real time', identify the projects we provide support to, plan future workstreams and proactively support our District Commissioners, Group Scout Leaders and section leadership teams as situations arise.

The service works in partnership with new and existing volunteers and in collaboration with our scout districts, scout groups, explorer scout units and local communities to support the growth and development of local scouting to ensure that we continue to provide life changing adventure to even more young people across the five London Boroughs that we serve.

The strategic aim of the service is to work with the County Commissioner and our District Commissioners to ensure:

- **growth**
- **organisational development**
- **adult recruitment**
- **volunteer support**
- **membership retention**

## Areas of support

The strategic aims are achieved by providing support in the following areas:

### Growth

- **Adult recruitment:**
  - Promote the different opportunities and ways adults can get involved as a volunteer at all levels across the county
  - promote flexible volunteering
  - Attend targeted adult recruitment events
  - Support groups and districts with targeted adult recruitment drives
  - Assist with parent engagement
  - improving the 'volunteer journey' including, welcome and induction, early training, support and review
  - Management of the county joining system ([join.southlondonscouts.org.uk](http://join.southlondonscouts.org.uk))
- **Opening new provision:**
  - New scout groups (generally starting with beavers and then moving on to cubs and scouts in time)
  - New explorer scout units
  - New scout active support units (specialist, group, district and county units)
  - Sections in established groups - helping groups achieve the full family of scouting
  - Starting additional sections in groups that have long waiting lists
  - Supporting districts and groups with targeted youth recruitment drives

## Development

- Facilitate growing stronger together workshops to assist scout groups and explorer scout units to plan for the future to ensure they can continue to provide quality scouting to more young people and work smarter
- Facilitate district development days and assist with prioritising needs and producing a district development plan
- Support others to provide great scout groups and explorer scout units that people want to be part of

## Support for line managers

- Support District Commissioners and Group Scout Leaders with growth and organisational development initiatives
- Provide inductions for newly appointed Group Scout leaders
- Support District Commissioners to achieve action for growth
- Provide resources and advice to district commissioners to assist them with the appointment of effective group scout leaders

## Resources

Provide:

- Planned and ad-hoc recruitment resources (adult and young people)
- Physical and digital recruitment tools
- Section taster evening activities, equipment and hands on support
- Going for growth tools
- On-line tools and resources

## Support to growth facilitators

- Contribute to the induction of growth facilitators at all levels of the county
- Run growth and recruitment workshops (to support the increase of more adult involvement)
- Support volunteers at all levels of the county that have a direct responsibility for growth



The overarching role of our County Growth and Community Engagement Manager is to:

- support the growth and strategic development of scouting in Wandsworth, Lambeth, Southwark, Lewisham and Royal Greenwich
- understand, embrace and support the achievement of the county plan to achieve the county's established growth goals
- work closely with the County Commissioner, District Commissioners, Group Scout Leaders and relevant growth facilitators to encourage, support and deliver growth and organisational development across the districts within the county
- collaborate with growth facilitators, the Regional Growth and Communities Team (previously know as the Regional Services Team) and local volunteers to deliver growth through targeted projects and initiatives
- establish an adult recruitment strategy for the county and drive adult recruitment across South London