



# **Volunteer Learning & Development**



# Welcome

Scouting is dedicated to the development of young people. Each week over 2600 adults volunteer, in a variety of roles across South London, helping to achieve this aim. Whilst our primary purpose is the development of young people, we also seek to offer personal development opportunities to adults, both within their scouting role and as individuals.

Our adult learning is one means by which you can be supported in your chosen role and help you to meet your personal development needs.

Our new national learning framework uses a combination of online learning and in person learning opportunities to ensure that learning is inclusive, accessible, personalised, and relevant to you and every volunteer and is focused on the skills and knowledge you need to deliver or support great experiences to young people.

## Here's the low down...

Learning is split into three areas, or categories, these are called **Growing Roots learning**, **Branching Out learning**, and **Ongoing learning**.

Growing Roots is the core (mandatory), learning that all volunteers need to complete before their appointment is made full.

Branching Out is the learning you that is optional to complete to continue your learning and complete your Wood Badge

Some Branching Out learning is required if you want to do certain things – like learning for our accreditations. Other learning will be there if, and when, helpful for you.

Ongoing learning is the learning you need to renew at least every three year to ensure you are up to date with the latest updates and ways of working.

## What stays the same

- We are continuing to offer you learning opportunities that will be relevant to your role
- There is still a requirement for everyone that holds a role in scouting to complete core (mandatory), learning called Growing Roots learning
- There is still a requirement to renew Safe Scouting and first aid learning (for relevant roles)
- For the next year or so we will still be delivering many of the current modules for programme facing roles and skills learning for team leaders (except section team and sub-team leaders) and lead volunteers. These will be gradually phased out and replaced with new content.

# Growing Roots Learning

Growing Roots is the learning new volunteers need to complete within their first six months. If an existing volunteer is starting in a new role, then the relevant role specific learning within Growing Roots needs to be completed.

Growing Roots covers the basics of Scouts, safety, data protection and creating an inclusive environment (amongst other things!).

Adults who have already completed and validated our previous 'Getting Started' learning modules are automatically signed off for the corresponding learning in Growing Roots. There are required to complete some Growing Roots learning if they didn't not completed some of the modules in our modular Wood Badge learning that has now been discontinued and moved into Growing Roots Learning (more on this later).



All Growing Roots learning is completed online using our new learning system. The system track your progress and updates your membership record to show that you have completed each piece of learning.

New volunteers have six months to complete their Growing Roots learning. Almost all new volunteers will need to do this learning. The only people who do not need to complete this learning are Presidents, Vice Presidents, Retired Members, and Designated Carers.






Four parts of leaning that everyone needs to complete:

*To be completed within the first 30 days of joining a team*

Learning Unit		Learning includes
	Safety	<p>This learning is about how we keep our young people and each other safe. It includes:</p> <ul style="list-style-type: none"> <li>• What safety and safeguarding is.</li> <li>• Why safety and safeguarding are so important.</li> <li>• About Safety <ul style="list-style-type: none"> <li>◦ How to assess and manage risks.</li> <li>◦ How to respond to and report incidents.</li> </ul> </li> <li>• About Safeguarding <ul style="list-style-type: none"> <li>◦ How to recognise and respond to concerns.</li> <li>◦ How to take notes and report concerns.</li> <li>◦ How to protect both young people and adults.</li> </ul> </li> </ul>
	Safeguarding	<p>This learning is about how we safeguard our young people and each other. It includes:</p> <ul style="list-style-type: none"> <li>• What safeguarding is and why it's important</li> <li>• How to recognise safeguarding concerns</li> <li>• How to respond to and report safeguarding concerns</li> <li>• How to safeguard Adults at Risk</li> </ul>




*To be completed within the 6 months of joining a team*

	Who we are and what we do	<p>This is an introduction to what Scouts is and how we help young people develop skills for life. It includes:</p> <ul style="list-style-type: none"> <li>• Our purpose, Promise and values as Scouts.</li> <li>• The support that's available to you.</li> <li>• How our different teams work together.</li> <li>• How Scouts create impact.</li> </ul>
	Data protection	<p>This learning is about how we take care of people's personal data. It includes:</p> <ul style="list-style-type: none"> <li>• What data protection and personal data is.</li> <li>• How to gather personal data in Scouts.</li> <li>• How to use, share and store personal data in Scouts.</li> <li>• How to delete or archive personal data securely.</li> <li>• How to respond in case of a data breach or subject access request.</li> </ul>
	Creating inclusion	<p>This learning is about how we make Scouts a welcoming space for everybody. It includes:</p> <ul style="list-style-type: none"> <li>• How to challenge assumptions</li> <li>• Practical ways to be more inclusive in everything we do</li> <li>• How to respond when people need reasonable adjustments</li> <li>• How to challenge discrimination</li> </ul>

## The learning that some people need to complete:

The role specific learning that all new volunteers need to complete within their first six months.

Most people only need to complete one of these learning units. But some are required to complete two, or all three.

specific learning, for:			Learning includes
Section team members and programme facing roles:		Delivering a Great Programme	<p>This will help our Section Teams to understand how to plan and deliver a safe, balanced and high quality programme for young people in Scouts. It includes:</p> <ul style="list-style-type: none"> <li>• The Scout Method and how we create impact.</li> <li>• How to involve young people and be youth led.</li> <li>• How to promote positive behavior when working with young people.</li> <li>• How to plan and run safe and exciting programmes, so young people can achieve their top awards.</li> <li>• How to work with parents and carers of our young people</li> </ul>
For everyone that is a member of a trustee board:		Being a Trustee in Scouts	<p>This will help our Trustees understand what the role is all about, as well as some of the key skills they need. It includes:</p> <ul style="list-style-type: none"> <li>• What a Trustee is and what responsibilities you have</li> <li>• Where to find resources and support for approaching your responsibilities</li> <li>• How to manage premises</li> <li>• How to manage risks as a Trustee</li> </ul>
For team leaders and lead volunteers (except for Team Leaders of Section Teams and Sub-Teams):		Leading Scout Volunteers	<p>This will help our Lead Volunteers and Team Leaders* understand how to be the best they can at leading other volunteers. It includes:</p> <ul style="list-style-type: none"> <li>• How to adapt your leadership to the situation</li> <li>• How to engage with some of our most important rules and processes</li> <li>• How to welcome new volunteers to Scouts</li> <li>• How to manage your team</li> <li>• How Teams work in Scouts</li> <li>• How to make sure you're leading as part of a larger Movement</li> </ul>



# First Response

The people who are required to gain a First Aid qualification is defined based on the following principles:

1. Every young person should have direct access to first aid treatment when on Scout activities
2. Parents and carers should be confident that every adult leader, who is regularly and directly involved with their child's Scouting, has completed, or is working towards completing, first aid training
3. No young person should ever miss out on a Scouts activity due to a lack of qualified adult first aid cover
4. Having a body of first aid trained volunteers has a positive impact on our communities

First Aid is required for roles which:  
Work directly with young people on a regular basis  
or  
Might reasonably be required to step in and work directly with young people

This means that First Aid, to a minimum of First Response, and that covers the Scouts First Response syllabus is needed for these roles:

- Section Team Members (including people who were previously Section Assistants)
- Group Lead Volunteers
- District Section Team Members (explorer scout teams)
- District 14-24 Team Leaders

## New Members

Are required to gain a First Aid certificate within 12 months of starting in role.

## Section Assistants

(moving to a Section Team Member)

Are required to gain a First Aid certificate within 24 months of moving to their new team role.

(that's before 28<sup>th</sup> November 2026)

**Those who have moved from a role that required a Wood Badge and who are continuing in a role listed above but haven't gain a First Aid certificate**

Are required to gain a First Aid certificate within 24 months of moving to their new team role.

(that's before 28<sup>th</sup> November 2026)

## Renewal


Every 3 Years (taken from the date module 10A was last completed)

## The learning that some people need to complete:

The role specific learning that all new volunteers need to complete within their first 12 months.

This means that First Aid, to a minimum of First Response, and that covers the Scouts First Response syllabus is needed for these roles:

- Section Team Members (including people who were previously Section Assistants)
- Group Lead Volunteers
- District Section Team Members (explorer scout teams)
- District 14-24 Team Leaders

specific learning, for:			Learning includes
For people who: work directly with young people on a regular basis  or  might reasonably be required to step in and work directly with young people		First Aid	<ul style="list-style-type: none"> <li>• Provides you with simple first aid information which is relevant to your role</li> <li>• Helps to build confidence and skills in coping with emergency and first aid situations</li> <li>• Equip you with the knowledge needed to manage these emergencies</li> </ul> <p>The course focuses on four main areas:</p> <ul style="list-style-type: none"> <li>• <b>Life support:</b> The principles of first aid and initial response, emergency life support, CPR (including technique for children and an explanation of what AED is and how to use it), management of an unconscious casualty (child and adult), and choking.</li> <li>• <b>Trauma and injury:</b> Shock, bleeding, fractures (ambulance imminent and non-imminent) and sprains, head injuries, dental incidents, and burns.</li> <li>• <b>Major illnesses:</b> Asthma, anaphylaxis, heart attack, stroke, seizures, diabetes, sepsis and meningitis.</li> <li>• <b>Reporting Incidents, Illness and Emergencies:</b> local accident book, local records, when to report to UK HQ, near miss reporting, reporting to external agencies, regulatory serious incident reporting, what happens next, learning from the incident, future planning for safety.</li> </ul>



Branching Out learning is there for when you want to stretch yourself and develop your skills and knowledge.

Branching Out is the learning you that is optional to complete to continue your learning and complete your Wood Badge

Some Branching Out learning is required if you want to do certain things – like learning for our accreditations. Other learning will be there if, and when, helpful for you.

Branching Out learning is also there if and when its helpful for you.

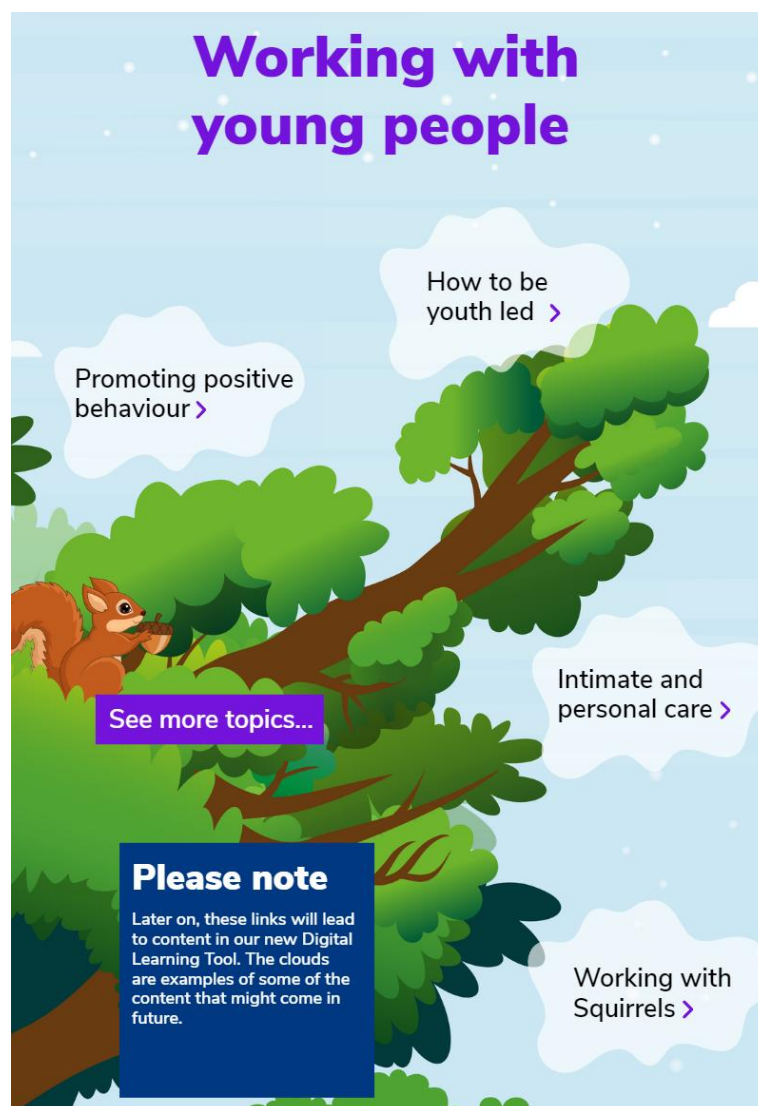
It will eventually cover a wide range of topics, from practical Scouts skills and how to deliver adventurous activities, to how to manage projects and events. Delivery methods will also vary with some content designed to be delivered face-to-face, in practical skills workshops for example, or as online content on the My Learning digital tool.

Branching out, Wood Badge, learning will be structured as a programme of learning personalised to you - by you. It will be focused on being engaging, relevant and something you'll want to do. Branching out and continuing your learning to gain your Wood Badge is open to everyone that has a role in Scouts. We will provide lots more information on our web pages as it becomes available over the coming months!





## Examples of branching out learning topic areas...



# Moving to Branching Out learning

Although our My Learning digital tool is available to use and Growing Roots learning is live, UKHQ are still developing our new Branching Out learning. Until the new content is ready, some of our existing training within our current Adult Training Scheme will be continuing. These are:

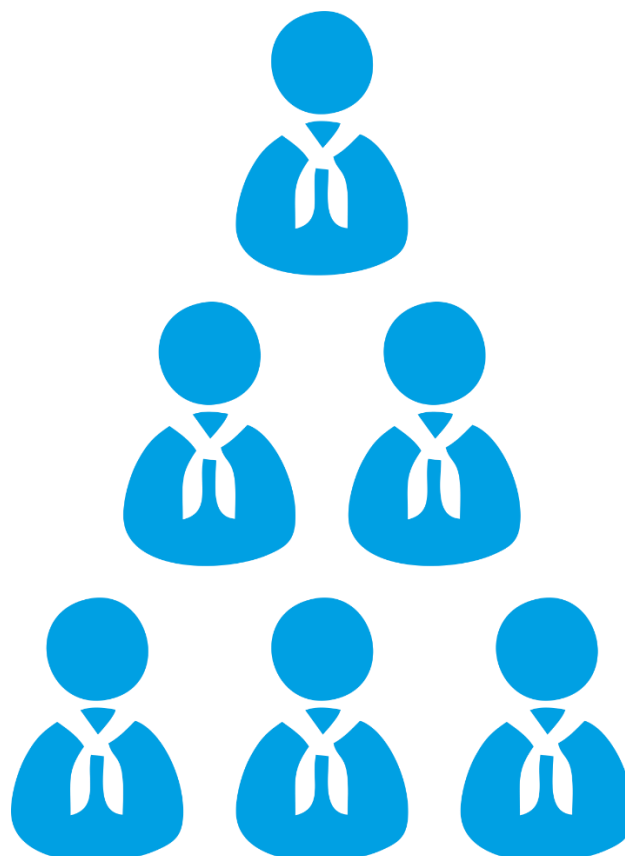
- Skills of leadership
- Working with adults
- Administration
- Growing the section
- Residential experiences
- Practical skills
- International
- Assessing learning
- Instructing practical skills
- Presenting
- Adjustments to Scouts
- Skills for residential experience
- Mentoring and coaching
- Manager and Supporter Skills Courses:
  - Achieving growth
  - Skills of leadership
  - Meeting the challenge

Eventually, all content from the Adult Training Scheme will be replaced. We'll let you know when the new content is available.

## We've moving from Validation, Trainers and Training Advisors to Volunteering Development Teams

The modules continuing from the Adult Training Scheme (which need to need completed to gain your Wood Badge), need to be validated. This is the responsibility of your District Volunteer Development Team.

As the modules are replaced with new learning, we'll move towards our new way of signing-off and recognising the learning completed by volunteers. This is currently being developed and tested.



# The Wood Badge

The Wood Badge is an international award which was started by Baden-Powell at Gilwell Paek dating back to 1919. It shows a volunteer's personal commitment to learning and development with Scouts.

Once you have completed Growing Roots learning you can choose to continue your learning and personal development and take part in Branching Out learning and gain your Wood Badge.

If you're in the middle of working towards a Wood Badge:

If it's in addition to Wood Badge(s) you already have, you are not able to earn another. But the learning you've done towards it is on your record in the new My Learning digital tool.

If it's your first Wood Badge, the learning you've had validated on Compass (before it closed on 7<sup>th</sup> November 2024) is visible on the new learning tool. You can continue to complete the modules you need to earn a Wood Badge.

As part of our new approach to learning, there is no longer a system for multiple Wood Badges to be gained. But if you've already got more than one, they have been carry across and show as awards on your record.

## Two versions of the Wood Badge

Until the new Branching Out Wood Badge framework is ready, there is two clear versions of the Wood Badge available complete.

One is for programme facing team members which is focused on helping the delivery of our programme. The other is Team Leader and Lead Volunteer (except section team and sub-team leaders) which is focused on helping those in a role that involves leading or supporting volunteers.






## Programme facing roles Wood Badge

	<ul style="list-style-type: none"> <li>• Safe</li> <li>• Safeguarding</li> <li>• Data protection in Scouts</li> <li>• Who we are and what we do</li> <li>• Creating inclusion*</li> <li>• Delivering a great programme*</li> </ul>
	<ul style="list-style-type: none"> <li>• First Aid, to a minimum of First Response, and that covers the Scouts First Response syllabus</li> </ul>
	<ul style="list-style-type: none"> <li>• Skills of leadership</li> <li>• Working with adults</li> <li>• Administration</li> <li>• Growing the section</li> <li>• Residential Experiences</li> <li>• Practical skills</li> <li>• International</li> </ul>
<p>*To gain the programme facing roles Wood Badge, you'll still need to do this learning even if you have an automatic sign-off of Growing Roots learning on joining the new digital system.</p>	

# Manager and Supporter roles Wood Badge

Wood Badge Learning for:

- Lead Volunteers
- Support Team Leaders
- Volunteer Development Team Leaders

	<ul style="list-style-type: none"> <li>• Safe</li> <li>• Safeguarding</li> <li>• Data protection in Scouts</li> <li>• Who we are and what we do</li> <li>• Creating inclusion*</li> <li>• Leading Scout volunteers*</li> </ul>
 <p>Needed for these roles:</p> <ul style="list-style-type: none"> <li>• Group Lead Volunteers</li> <li>• District 14-24 Team Leaders</li> <li>• Programme Team Leaders</li> </ul>	<ul style="list-style-type: none"> <li>• First Aid, to a minimum of First Response, and that covers the Scouts First Response syllabus</li> </ul>
	<ul style="list-style-type: none"> <li>• Administration</li> <li>• All current Manager and Supporter skills courses:             <ul style="list-style-type: none"> <li>- Skills of leadership</li> <li>- Meeting the challenges</li> <li>- Achieving growth</li> </ul> </li> </ul>
<p>*To gain the Managers and Supporters Wood Badge, you'll still need to do this learning even if you have an automatic sign-off of Growing Roots learning on joining the new digital system.</p>	

# Moving from the current programme of training to the new framework of learning

Firstly, there are three things we need to be really clear on:

1. We have not jumped from the current system to the new 'overnight'. We are in a phased approach, as detailed below...
2. If you are up to date with your learning you won't need to do more
3. If you hold a Wood Badge it will still be valid

## Phase one –

**From 28<sup>th</sup> November (the day we went) live on the new digital tools:**

- The new Growing Roots learning is live
- The previous Getting Started learning has been removed along with the corresponding modules where the subject matter is now covered in the new Growing Roots learning
- Growing Roots learning, or parts of Growing Roots learning, only need to be completed by those that haven't completed the current Getting Started learning and corresponding learning (detailed above)
- Completing a Wood Badge becomes optional
- If an adult chooses to move forward with their personal development and complete their Wood Badge, this is done by completing the relevant Growing Roots learning and the remaining relevant learning modules from the current training scheme (for both section team and manager roles)
- As new Branching Out learning, for section teams, is rolled out and added to the new learning system we will remove the relevant modules (for section team members), from our learning programme, gradually reducing the opportunities to complete learning using the current scheme and increasing the opportunities to complete learning using the new Branching out learning framework

The following modules have been retired:

- Module 05: Fundamentals
- Module 07: Scouting for All
- Module 12A: Delivering a Quality Programme
- Module 12B: Programme Planning
- Module 15: Promoting Positive Behaviour
- Module 17: Running Safe Activities

## Phase three –

All Branching Out learning that replaces the current modular learning for section teams will be live and available to complete using the new learning system and learning framework. This will be the initial learning that replaces each of the modules in the current scheme. A wider list of learning topics and opportunities will be available as we move forward as more learning is added to the learning system overtime.

# Questions you might have...

## **'I've already done my training; I don't want to have to do it again'**

Don't worry – you won't have to! All your learning will be moved across to the new membership system. If you've already done your mandatory learning, there won't be much, if any, more to do.

## **'Physical skills can't really be taught digitally'**

Our new approach to learning is designed to complement in-person training, not replace it. For skills, such as lighting fires or pitching tents, they'll still be taught face-to-face, but with extra digital learning material available to prepare you beforehand and offer easily accessed memory aids if you need them further down the line.

## **'It'd be great to get some advice on the optional learning'**

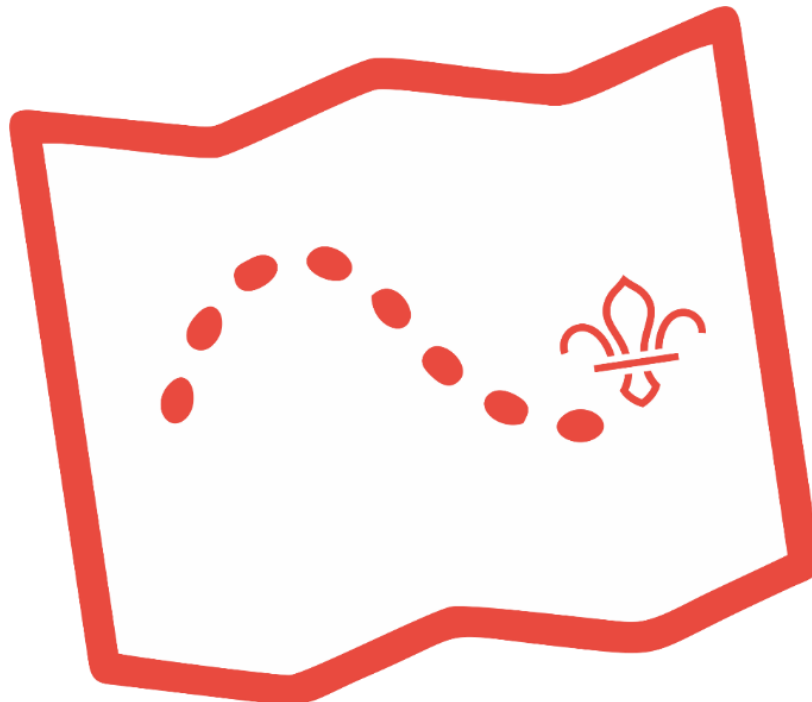
You'll have at least two key sources of guidance. One will be the learning system itself, which will recommend learning to you based on your role and interests. This is similar to what you might know from Netflix, YouTube or other digital platforms.

The other will be your district and county Volunteer Development Teams, who'll have people that are there to help you navigate through your learning.

## **'Everyone has different learning requirements and experiences'**

We'll check prior knowledge and experience, potentially through a short quiz, so the digital learning system can adapt the learning to your background and needs.

The learning is also being developed with accessibility and inclusion as the core principles. The learning system will take a multimedia approach, providing a wide range of visual and audio information, in a variety of formats, to make sure it's accessible and engaging for as many people as possible.





# Section Team and Programme Support Teams

## Learning syllabus from 'go live' until Branching Out Learning roll out:



**The mandatory learning that  
you need to completed  
within the first 6\* months of  
your appointment...**

**\*Safety & Safeguarding must be completed within the  
first 30 days of joining**

- Who we are and what we do
- Safety\*
- Safeguarding\*
- Delivering a Great Programme
- Creating Inclusion
- Data Protection in Scouting
- Being a Scout Trustee (if required)



**The mandatory learning you need  
to completed as soon as possible and  
within the first year of  
your appointment...**

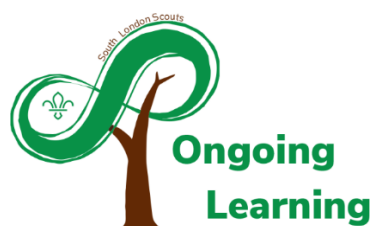
- First Aid  
to a minimum of, or following the first  
Response syllabus



**The optional learning you need  
to complete to gain your  
Wood Badge...**

**(Some modules may be replaced and  
phased out during the year)**

- Skills of leadership
- Module 9 - Working with adults
- Module 11 - Admin
- Module 13 - Growing the section
- Module 16 – Nights Away
- Module 18 - Practical Skills
- Module 19 - International



**The mandatory learning you need  
to renew every three years...**

- Safety
- Safeguarding
- First Aid  
to a minimum of, or following the first  
Response syllabus



# Lead Volunteers & Team Leaders

(except for Team Leaders of Section Teams and Sub-Teams)

## Phase two: Learning syllabus from 'go live' until Branching Out Learning roll out:

 <p><b>The mandatory learning that you need to completed within the first 6 months of your appointment...</b></p> <p><i>*Safety &amp; Safeguarding must be completed within the first 30 days of joining</i></p>	<ul style="list-style-type: none"> <li>• Who we are and what we do</li> <li>• Safety*</li> <li>• Safeguarding*</li> <li>• Creating Inclusion</li> <li>• Data Protection in Scouting</li> <li>• Leading Scout Volunteers</li> <li>• Being a Scout Trustee (if required)</li> </ul>
 <p><b>The mandatory learning you need to completed as soon as possible and within the first year of your appointment...</b></p>	<ul style="list-style-type: none"> <li>• First Aid to a minimum of, or following the first Response syllabus</li> </ul>
 <p><b>The optional learning you need to complete to gain your Wood Badge...</b></p> <p><i>(Some modules may be replaced and phased out during the year)</i></p>	<ul style="list-style-type: none"> <li>• Skills of Management</li> <li>• Achieving Growth</li> <li>• Meeting the Challenges</li> <li>• Module 11 - Administration</li> </ul>
 <p><b>The mandatory learning you need to renew every three years...</b></p>	<ul style="list-style-type: none"> <li>• Safety</li> <li>• Safeguarding</li> <li>• First Aid to a minimum of, or following the first Response syllabus</li> </ul>



During the period of transition, there will still be a need to validate learning.

Validation is the simple process of showing that you are putting your learning in practice in your scouting role. Validation should be simple and from 'go live', will be carried out by members of the District Volunteer Development Team.





Validation can be done by having a short conversation with a member of the team to explain how you have put your learning into practice.

Successful validation is required for each module relevant to your role.



# All Volunteers

## Phase three: Learning syllabus from Complete Branching Out Learning roll out:

 <p><b>The mandatory learning that you need to completed within the first 6* months of your appointment...</b></p> <p><small>*Safety &amp; Safeguarding must be completed within the first 30 days of joining</small></p>	<ul style="list-style-type: none"> <li>• Who we are and what we do</li> <li>• Safety</li> <li>• Safeguarding</li> <li>• Delivering a Great Programme and/or</li> <li>• Leading Scout Volunteers and/or</li> <li>• Being a Trustee in the Scouts</li> <li>• Creating Inclusion</li> <li>• Data Protection in Scouting</li> <li>• Being a Scout Trustee (if required)</li> </ul>
 <p><b>The mandatory learning you need to completed as soon as possible and within the first year of your appointment...</b></p>	<ul style="list-style-type: none"> <li>• First Aid to a minimum of, or following the first Response syllabus</li> </ul>
 <p><b>The optional learning you need to complete to gain your Wood Badge...</b></p>	<p>During 2024-25, a wide range of new learning topics and opportunities will be added to the learning system.</p> <p>Online learning will be accessible at <a href="https://scouts.org.uk">scouts.org.uk</a> and in person learning will be accessible at <a href="https://southlondonscouts.org.uk">southlondonscouts.org.uk</a></p>
 <p><b>The mandatory learning you need to renew every three years...</b></p>	<ul style="list-style-type: none"> <li>• Safety</li> <li>• Safeguarding</li> <li>• First Aid (First Response)</li> </ul>

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