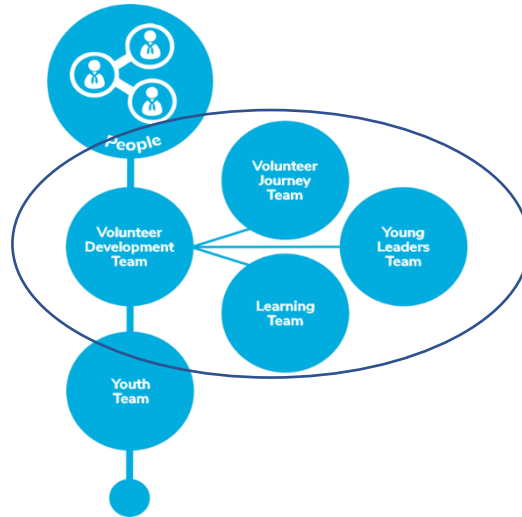




# Transforming the volunteer journey

## District Volunteering Development Team

The District Volunteering Development Team makes sure all volunteers in their District have a positive and enjoyable volunteering experience. They make it easy for people to join and learn new skills.



### Team Members

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• Volunteering Development Team leader</li> <li>• Volunteering Development Team members</li> <li>• Volunteer Journey Sub-team leader</li> <li>• Volunteer Journey Sub-team members</li> </ul> | <ul style="list-style-type: none"> <li>• Young Leaders Sub-team leader</li> <li>• Young Leaders Sub-team members</li> <li>• Volunteer Learning Sub-team leader</li> <li>• Volunteer Learning Sub-team members</li> </ul> |
|--|--|

### Tasks

#### Tasks for the whole team

- Ensure that “our volunteering culture” is effectively embedded across the District and its Groups<sup>+</sup>
- Maintain relationships with groups and units

#### Allocated Tasks

##### Volunteer Development Team

##### Attract and welcome new volunteers to District and Group teams\*

- Use Scouts branded resources to attract new volunteers
- Reply quickly and positively to possible new volunteers
- Make sure volunteers are welcomed easily and smoothly. Ensure that an accessible and consistent welcoming experience is delivered across the district
- Hold inductions with Group Lead Volunteers and other Group and District Leadership Team Members.

##### Make sure volunteers are well supported

- Help and encourage Team Leaders (including Group Lead Volunteers) to have regular reviews with volunteers in their teams.
- Make sure all District teams (including Group Lead Volunteers) follow our approach to safe volunteer recruitment, appointment, reviews, and processes for leaving Scouts.

##### Recognise volunteers

- Recognise and appreciate volunteers for their brilliant work, formally and informally.

### Volunteer Journey Sub-team

#### Welcome conversations and screening

- Contribute to a safe volunteer screening process
- Support groups to carry out welcome conversations with new volunteers
- Support groups to help ensure volunteers meet relevant mandatory requirements, such as learning, references disclosure checks, etc.

#### Appointment reviews

- Provide support to team leaders (including lead volunteers for groups), to carry out regular check-ups and reviews with the members of their teams

### Volunteer Learning Sub-team

#### Help volunteers with learning

- Help volunteers and Young Leaders find and engage in opportunities for learning and development.
- Coordinate Scouts learning that needs to be delivered by an [accredited trainer or facilitator](#) – including coordinating and supporting the trainers.
- Use the [learning delivery materials](#) developed by Scouts (e.g. training sessions, workshops, activities, etc.), and make changes (when necessary) so activities are accessible for everyone.
- Help volunteers connect across the District and beyond to learn, share best practices and overcome shared challenges.
- Set up learning opportunities with external organisations (if relevant and helpful).
- Make sure volunteers can be recognised for prior learning and experience, and have it credited in their records.
- Learn from people in other [Volunteering Development Teams](#).
- As requested, support learners with their learning needs

### Young Leaders Sub-team

- Help Young Leaders find and engage in opportunities for learning and development.
- Ensure learning opportunities for young leaders is in place
- Work with the district 14 to 24 team, groups and section teams to ensure there are young leaders in all section teams in groups across the district

*\* Our county development service provides lots of support, resources and guidance to support you in achieving this task / responsibility*



Point your phone's camera at the QR code to view the latest draft of the volunteer culture statement

## Who will be affected by the new team

The new volunteer development team will pull tasks and people from different areas of our current structure into one team these are:

- Deputy Commissioners responsible for people
- Appointments secretaries and administrators
- Members of appointment panels / sub-committees
- Appointments chairs
- Local training managers
- Training advisors
- Awards panel members
- District Explorer Scout Leader for Young Leaders
- Members of young leaders training teams

**Where current roles will or could sit:**

<b>Volunteer development team</b>	
Deputy Commissioners responsible for people	Volunteer development team leader
Awards panel members	Volunteer development team members
<b>Volunteer Journey Sub-team</b>	
Appointments chairs	Volunteer Journey Sub-team – Team Leader
Appointments secretaries and administrators	Volunteer Journey administrators
Members of appointment panels	Volunteer Journey sub-team members
<b>Volunteer Learning Sub-team</b>	
Local training managers	Could be volunteer learning sub-team – Team Leader
Training advisors	Learning Mentors
<b>Young Leaders Sub-team</b>	
District Explorer Scout Leader for Young Leaders	Young Leaders Learning Sub-Team – Team Leader
Members of young leaders training teams	Young Leader sub-team members

<b>Current role holders</b>	
Deputy Commissioners responsible for people	
Appointments secretaries	
Appointments administrators	
Appointments chair	
Appointments panel members	
Awards panel members	
District Explorer Scout Leader for Young Leaders	
Young leaders training teams	

<b>New roles</b>
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<b>Volunteer development team</b>	
<i>Team members that look after reviews, recognition, leavers</i>	
Volunteer Development Team – Team Leader	
Volunteer Development Team members	

<b>Volunteer Journey Sub-team</b>	
<i>Team members that support welcome conversations</i>	
Volunteer Journey Sub-team – Team Leader	
Welcome process Administrators	
Members of appointment panels / sub-committees	

<b>Volunteer Learning Sub-team</b>	
<i>Team members that leaning &amp; development</i>	
Volunteer Learning Sub-team – Team Leader	
Training advisors	
Learning presenters	

<b>Young Leaders Learning Sub-team</b>	
<i>Team members that support the provision of young leaders learning</i>	
Young Leaders Learning Sub-Team – Team Leader	
Young Leaders Learning Sub-Team Members	