



Scouts

**East Norfolk Scouts District
AGM**

Transformation Update

Agenda



- **Scout HQs Vision**
- **Team Based Scouting**
- **East Norfolk Road Map**



Scouts

Scout HQs Vision

Making volunteering easier and more fun is how we reach our North star...



More young people gaining skills for life

Consistently and safely deliver a great programme

Recruit more volunteers and retain current ones

What changes are happening pre-digital tools?



Our Volunteering Culture

We will be introducing "Our Volunteering Culture" into the way we volunteer

This culture change will take some time to embed, so it is important to start this process soon

Trustee Boards

We will be moving from Exec Committees & Exec Committee members to Trustee Boards & Trustees

We will be aligning with Charity Commission good practice

Team-Based Approach

We will be moving from our current roles and structures to a team-based approach to volunteering

This will then be formalised when the new membership system goes live

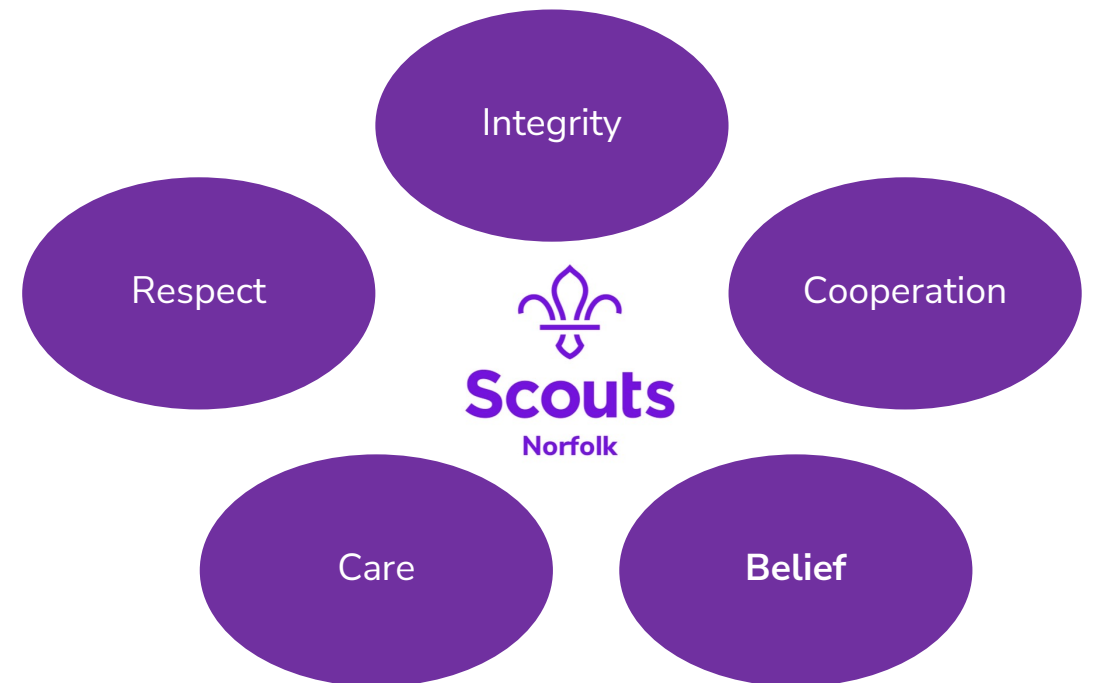
Digital Changes

- New appointment process
- New membership systems and onboarding
- New learning system



Our Volunteering Culture: Being at our Best

A shared understanding for what we do and say as volunteers in Scouts, supporting each other, following our values and being at our best, while acting as role models for young people



Our Volunteering Culture

We want Our Volunteering Culture to be something we're all proud of

As volunteers in Scouts, we're proud to help young people step up, speak up, dream big and gain the skills they need for life

By working together, and living our values of integrity, respect, care, belief and cooperation, our aim is to have a positive, safe and rewarding experience as volunteers for a movement we truly believe in

It's not something 'extra' to do. It's at the heart of everything we do and it's there to help us all

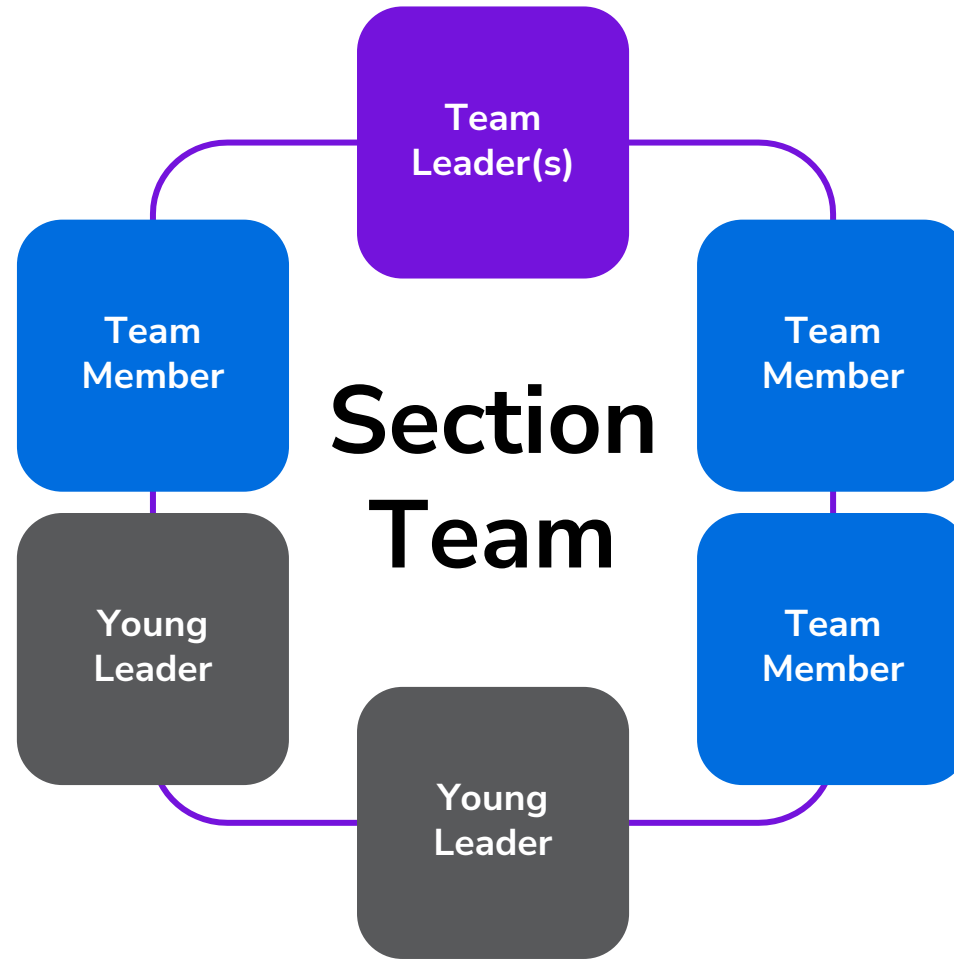




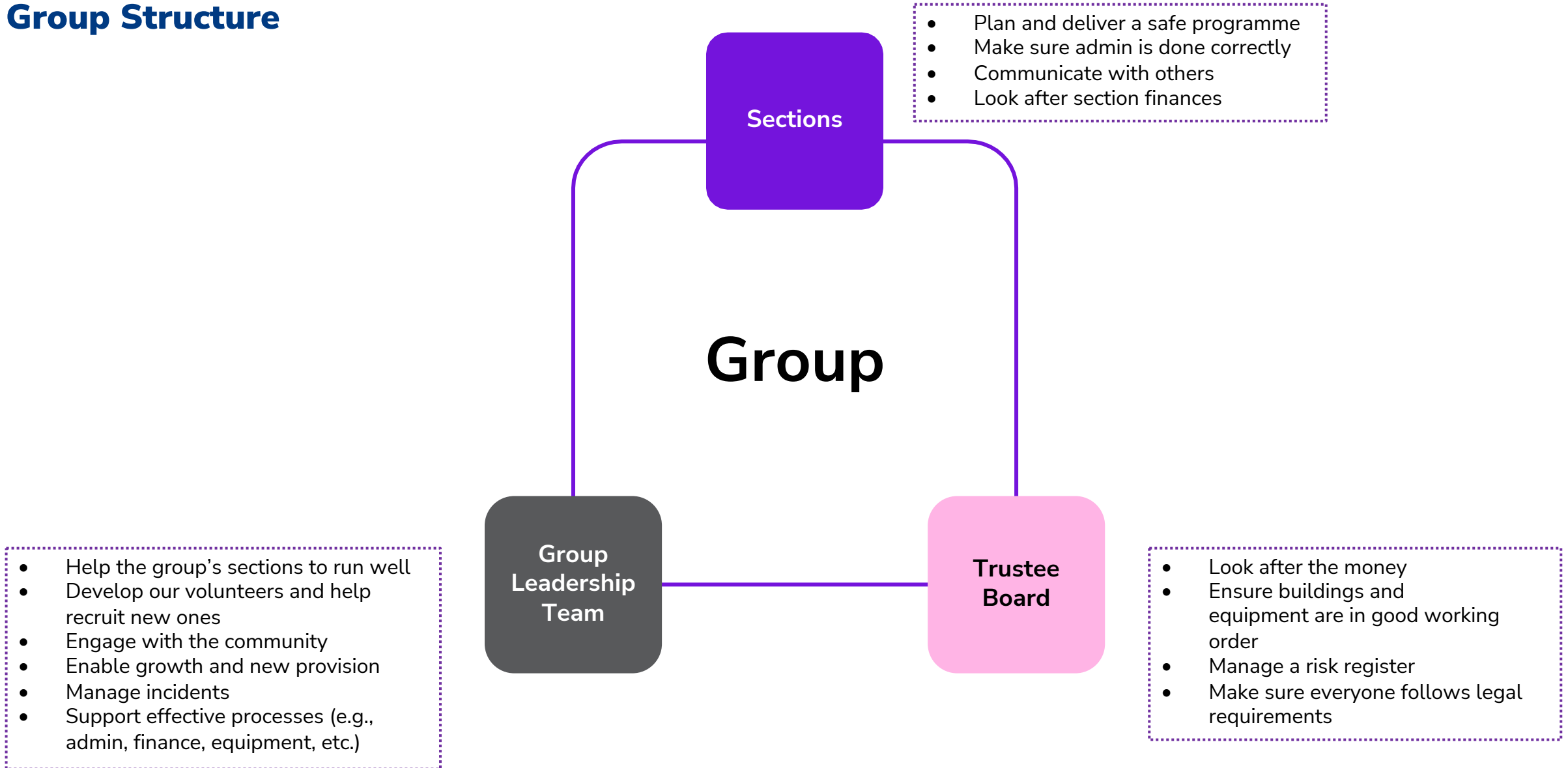
Scouts

Team Based Scouting

Section Structure

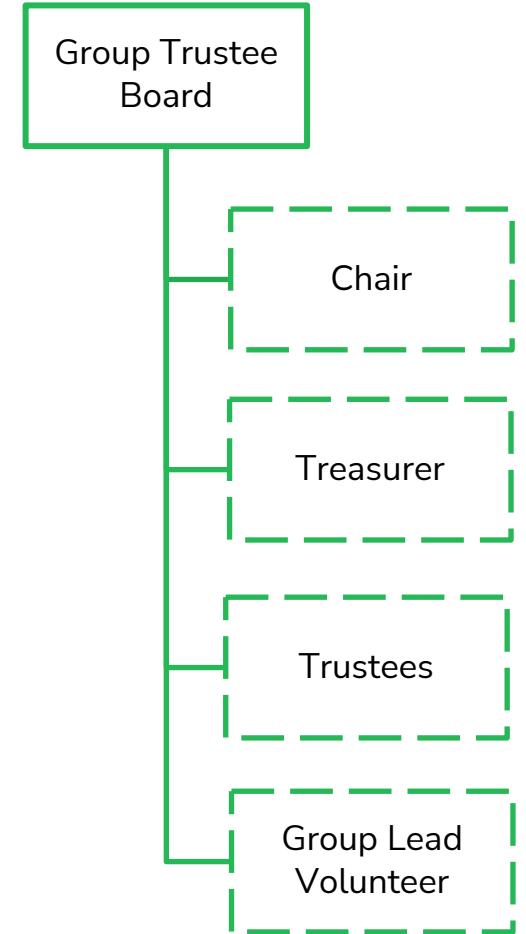
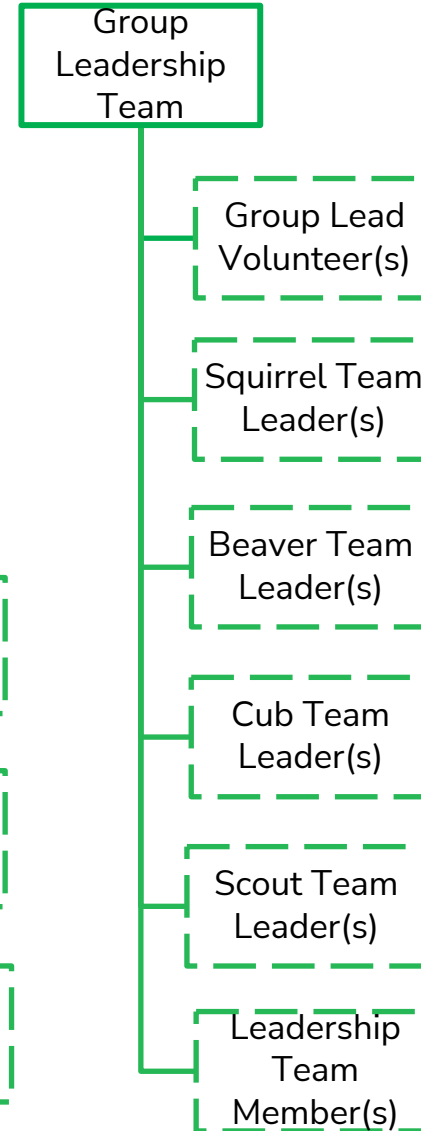
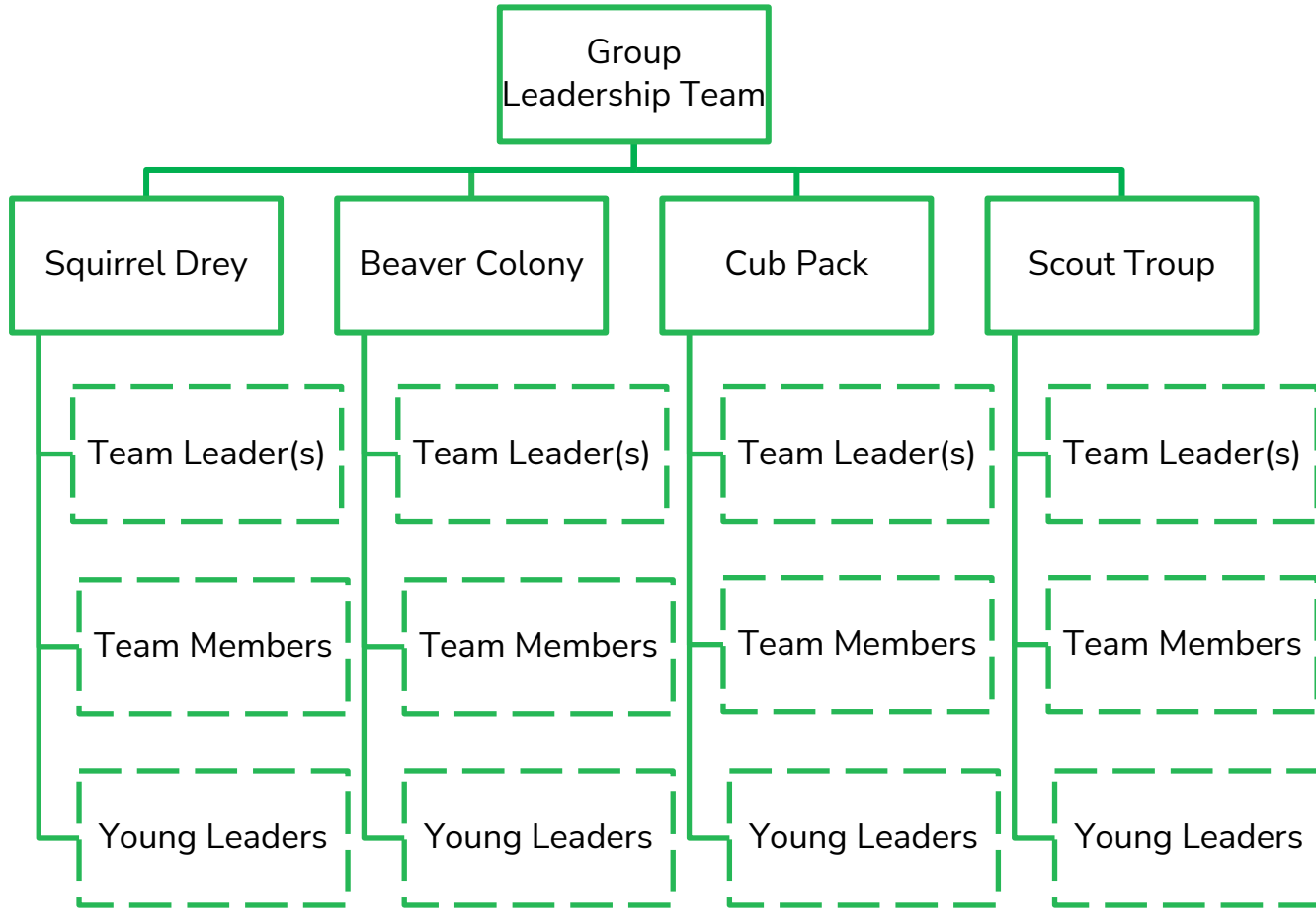


Group Structure



How we Volunteer Together
Adopting a team-based approach

Group: 1st Anytown



How we Volunteer Together
Adopting a team-based approach

District Structure

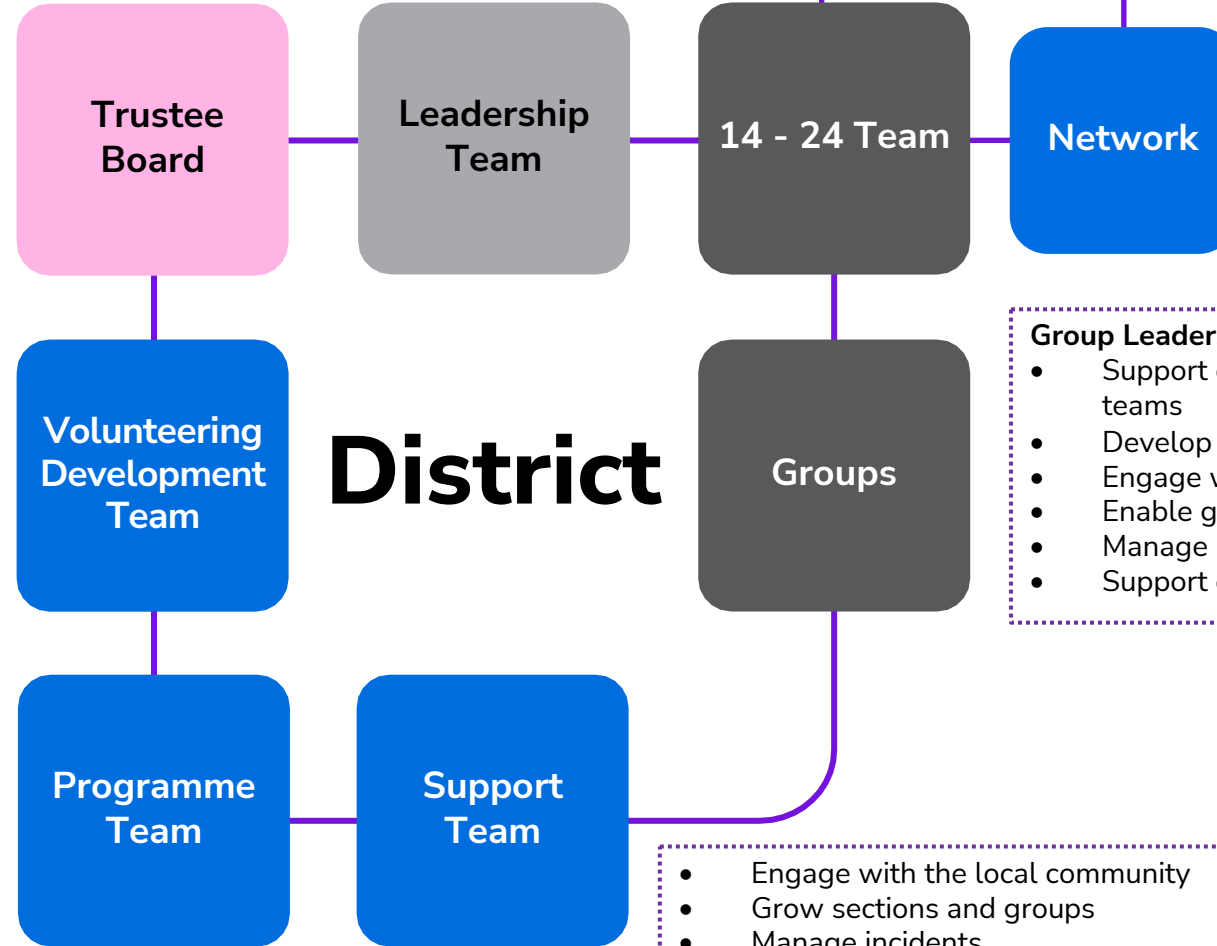


- Make sure all District teams work well
- Make sure all teams are inclusive and reflective of the local community
- Make sure safety and safeguarding responsibilities are fulfilled
- Support the District Youth Lead to make sure decisions are shaped by young people

- Look after the money
- Ensure buildings and equipment are in good working order
- Manage a risk register
- Make sure everyone follows legal requirements

- Attract and welcome new volunteers to Group and District teams
- Make sure volunteers are well-supported
- Make sure volunteers are recognised

- Help section teams run high-quality programmes
- Facilitate programme networking opportunities
- Provide access to specialist expertise
- Manage approvals for activities and permits

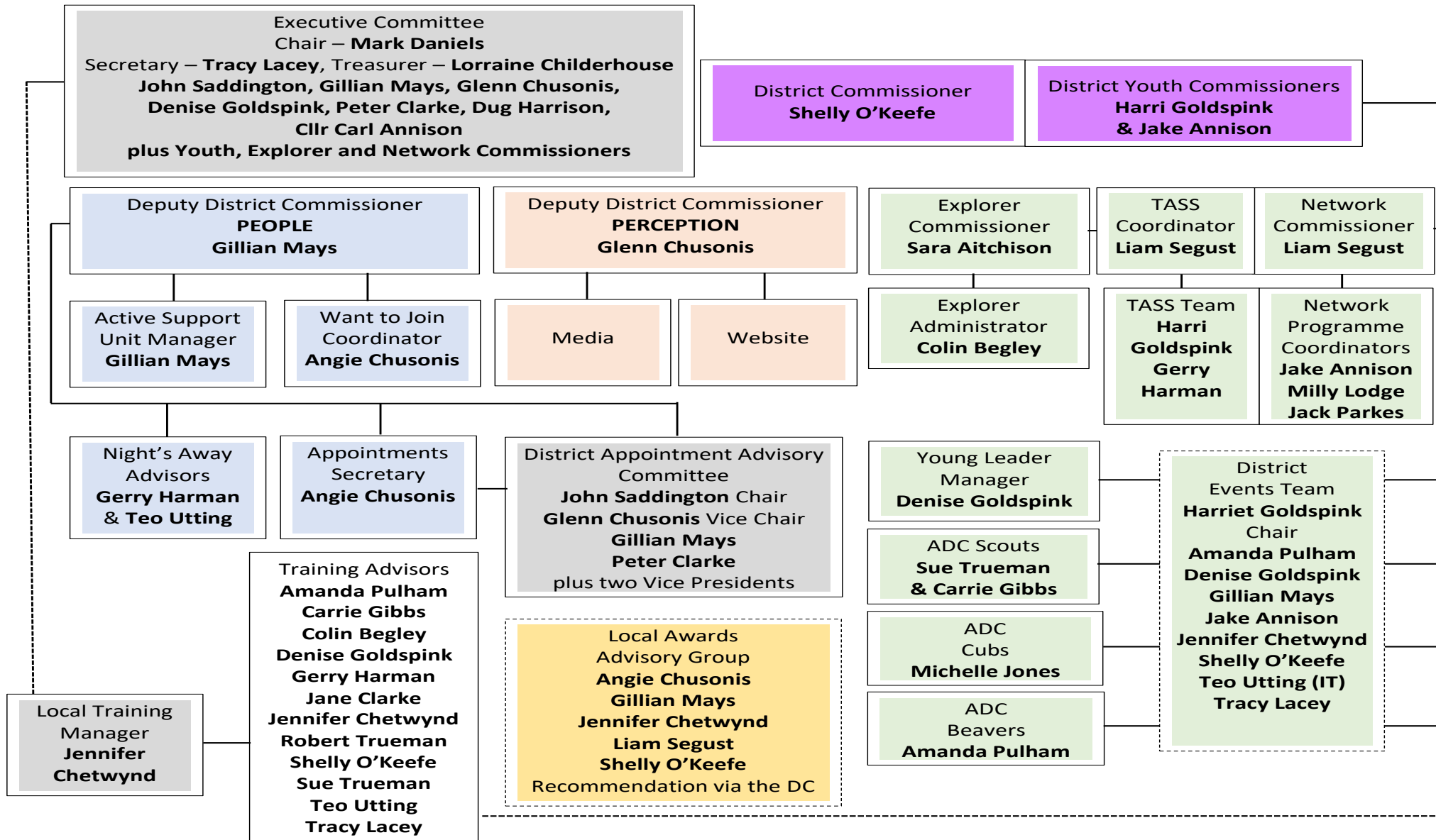


- 14-24 Team, for their Sections**
- Support each Explorer, Young Leader and Scout Network section team

- Group Leadership Teams**
- Support each of their section teams
 - Develop our volunteers
 - Engage with the community
 - Enable growth and new provision
 - Manage incidents
 - Support effective processes

- Engage with the local community
- Grow sections and groups
- Manage incidents
- Manage administration, property and equipment

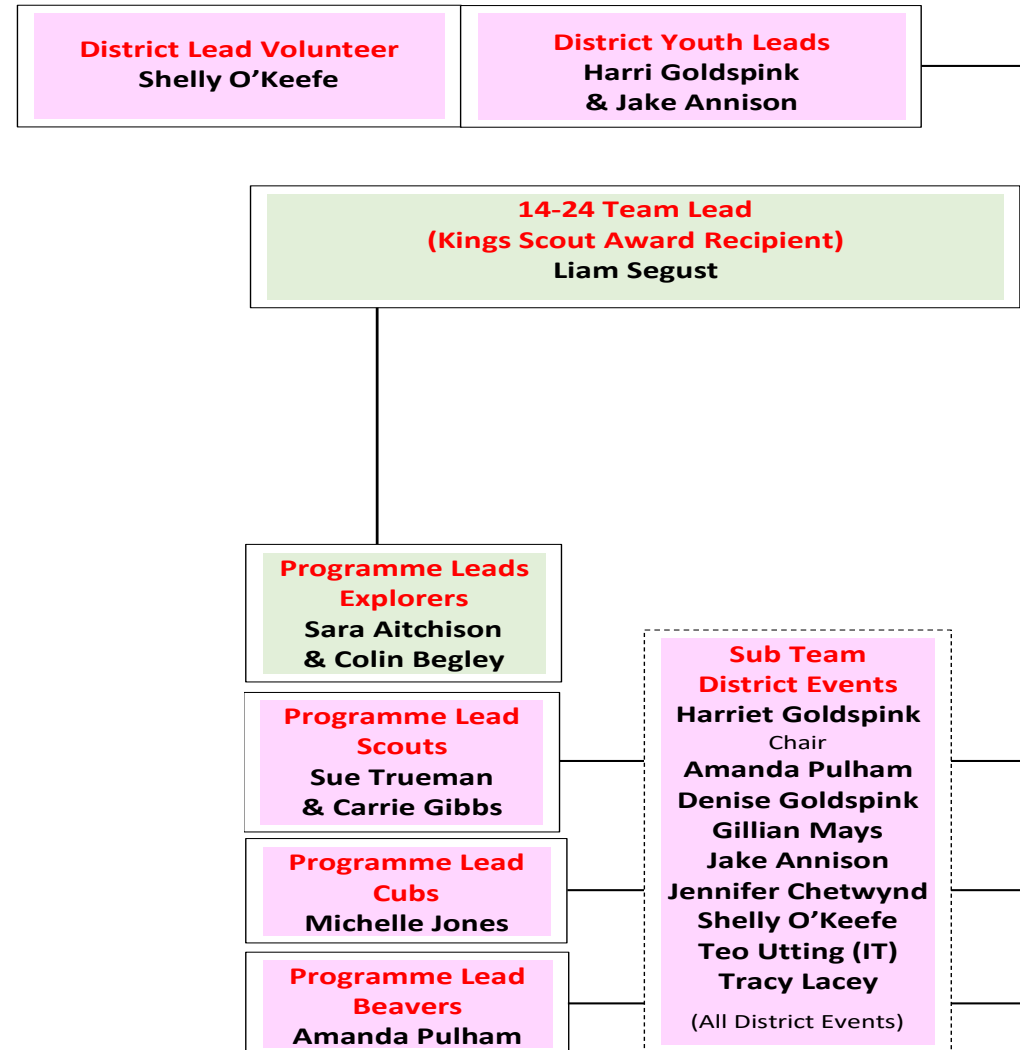
Current District Structure



New District Structure – NEW Programme



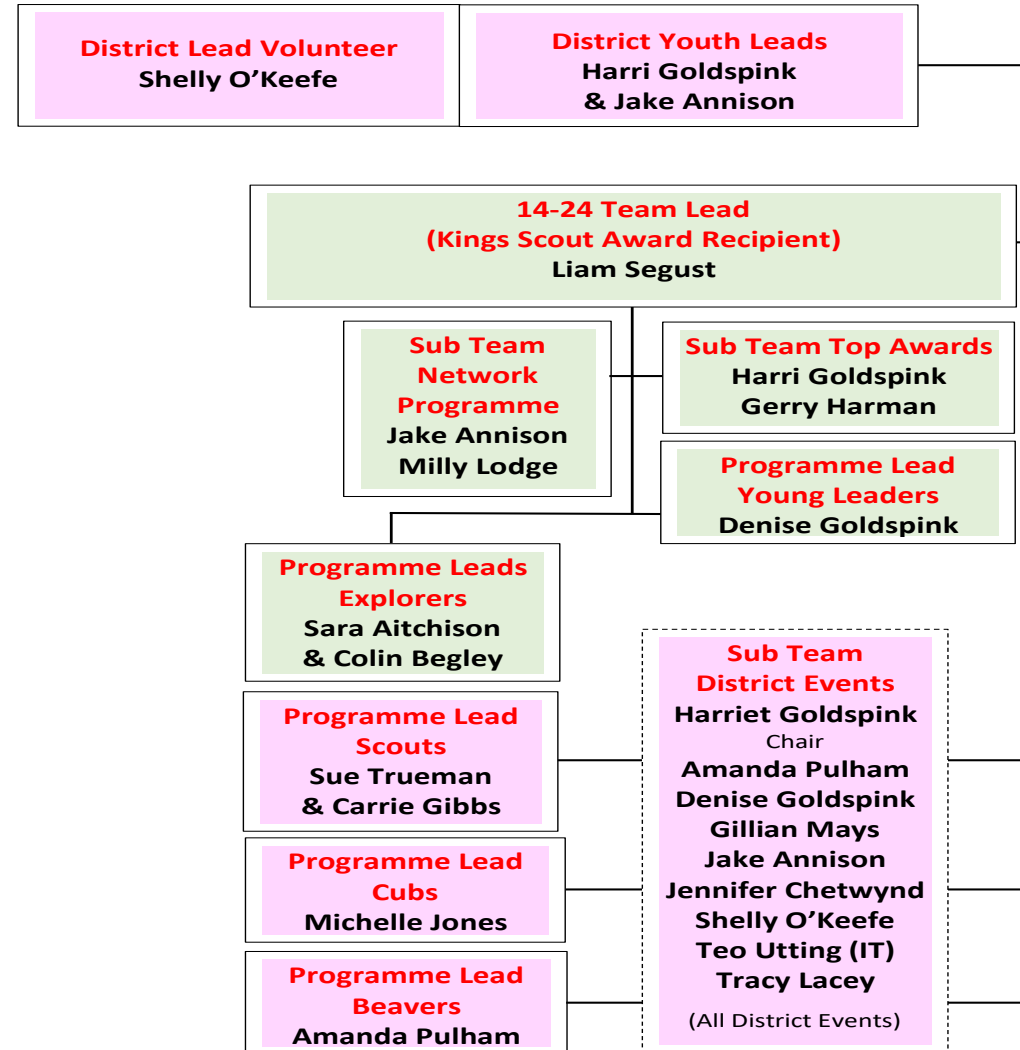
- Central contact for Explorers & Network + King's Scout Award
- Programme Leads, DESC & DESA
- Official Sub-Teams



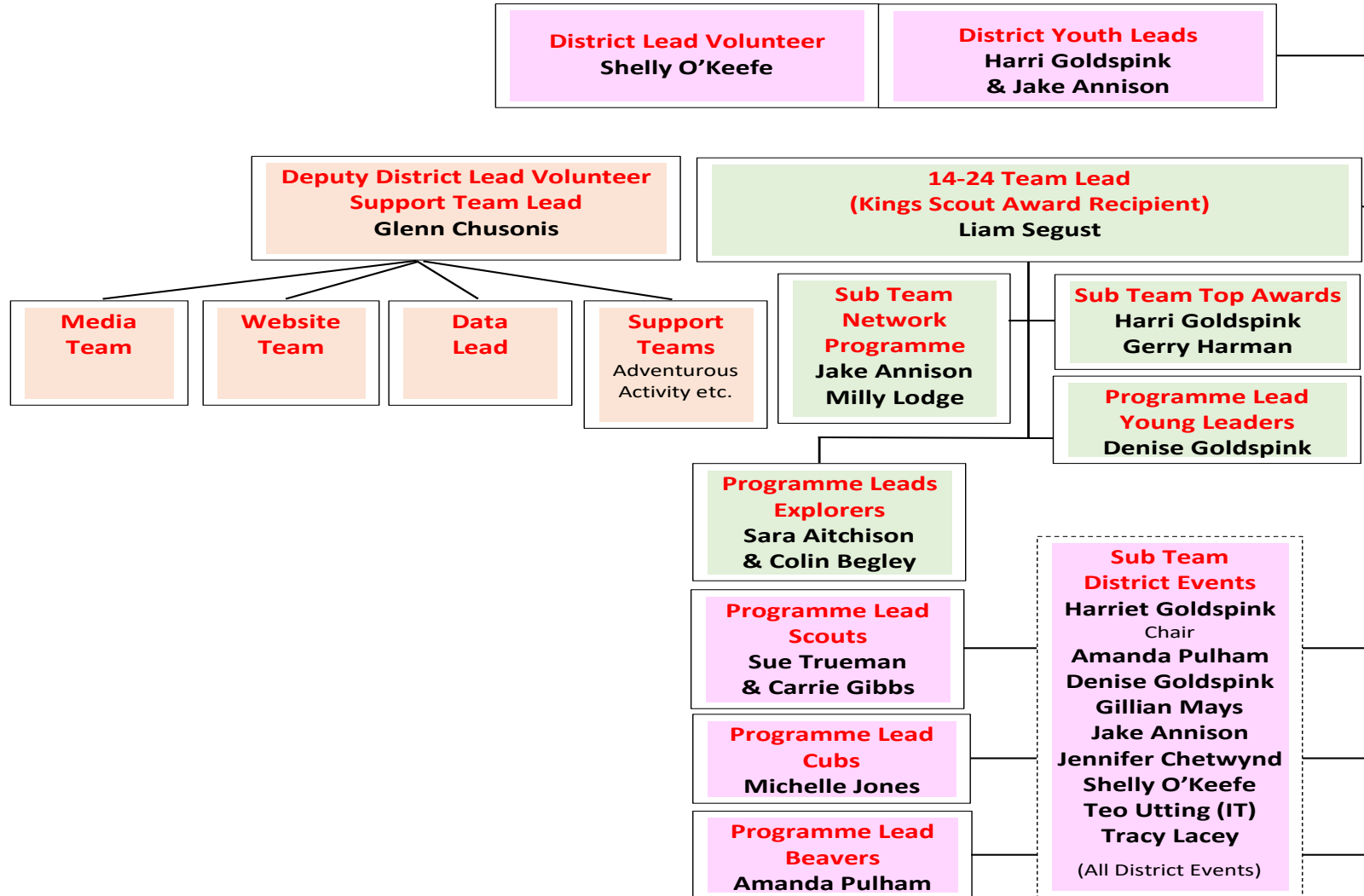
New District Structure – Programme 14-24



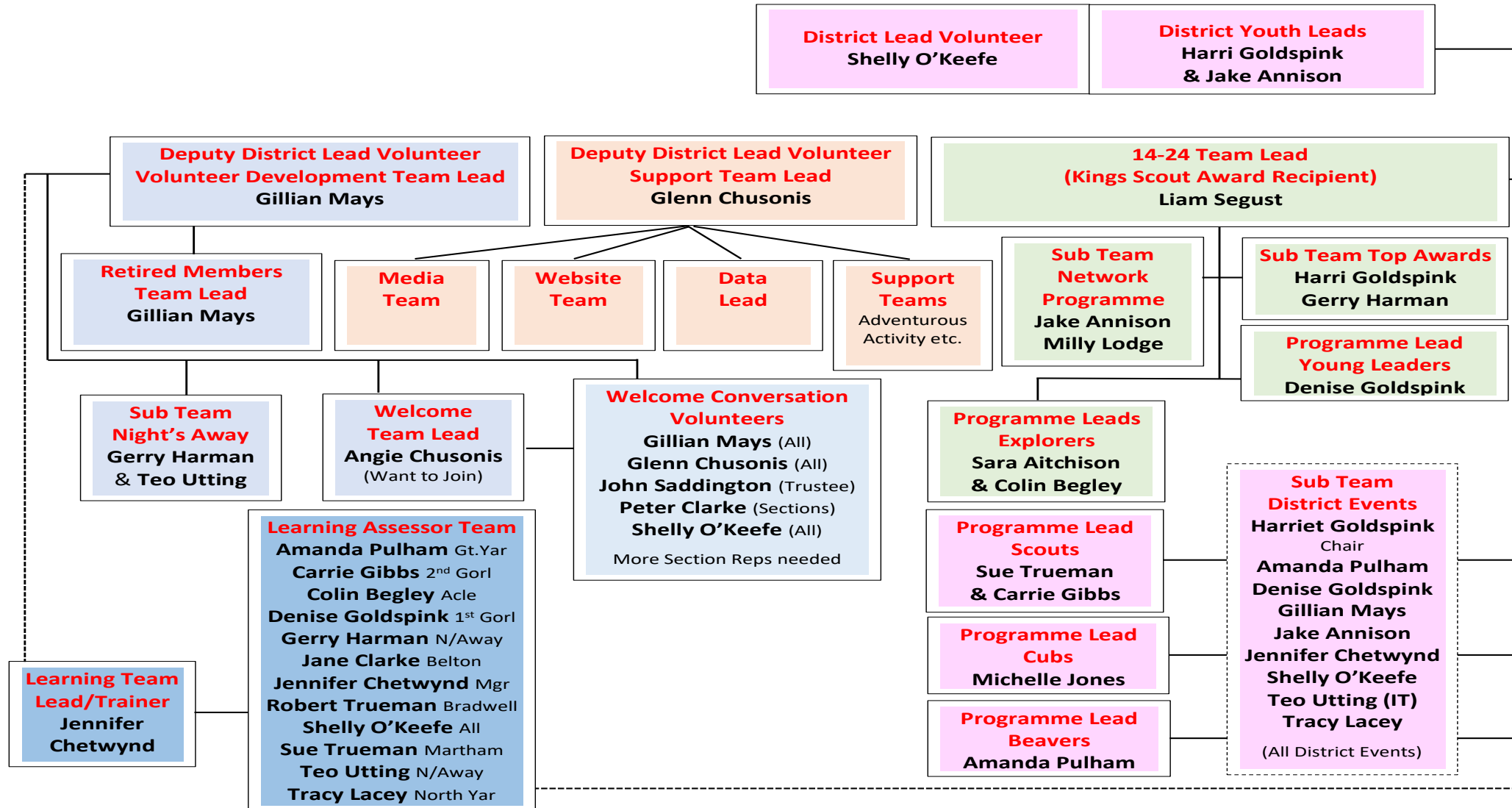
- Representation of 14-24 Team Lead on Board of Trustees



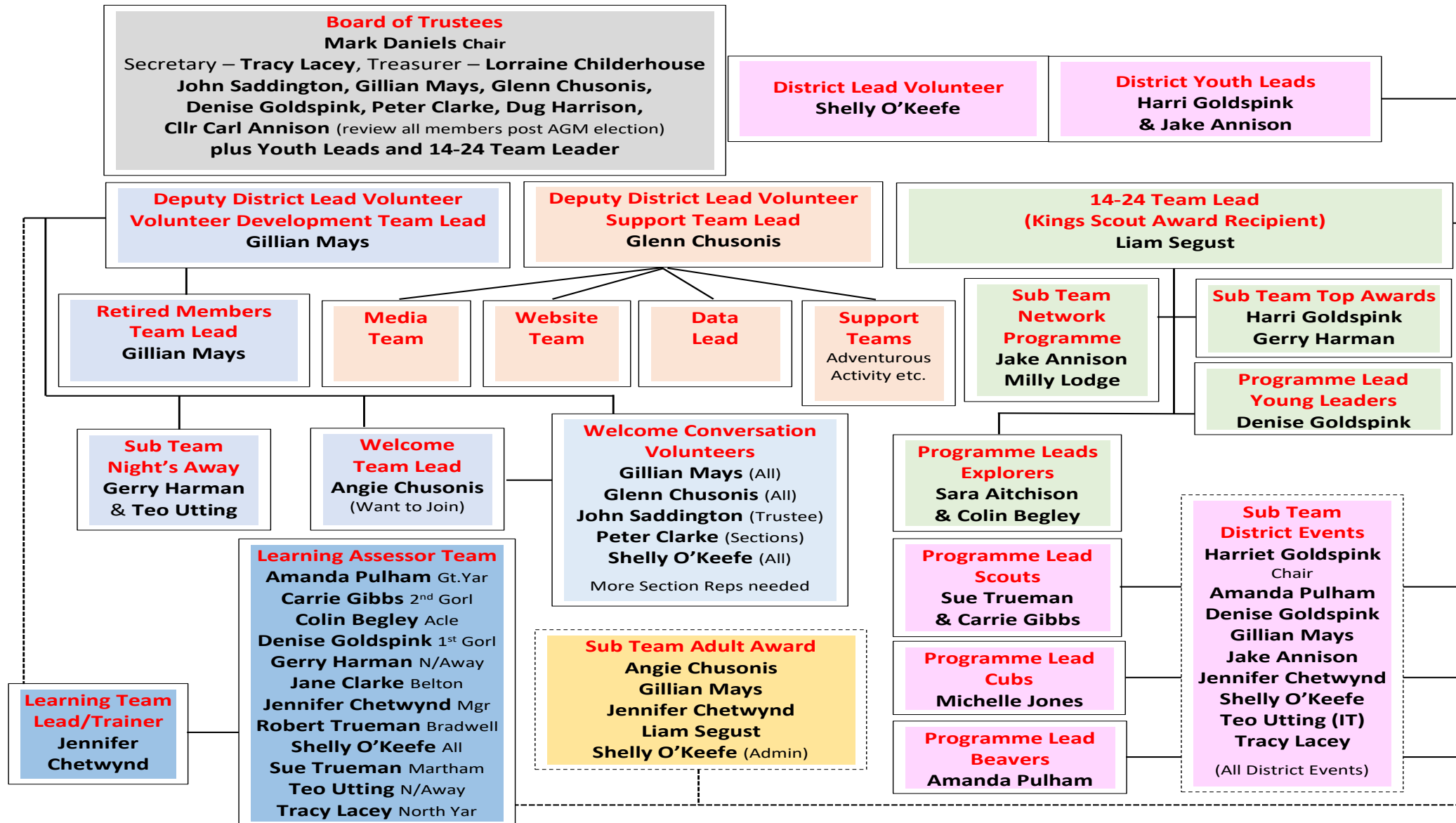
New District Structure – Support (Perception)



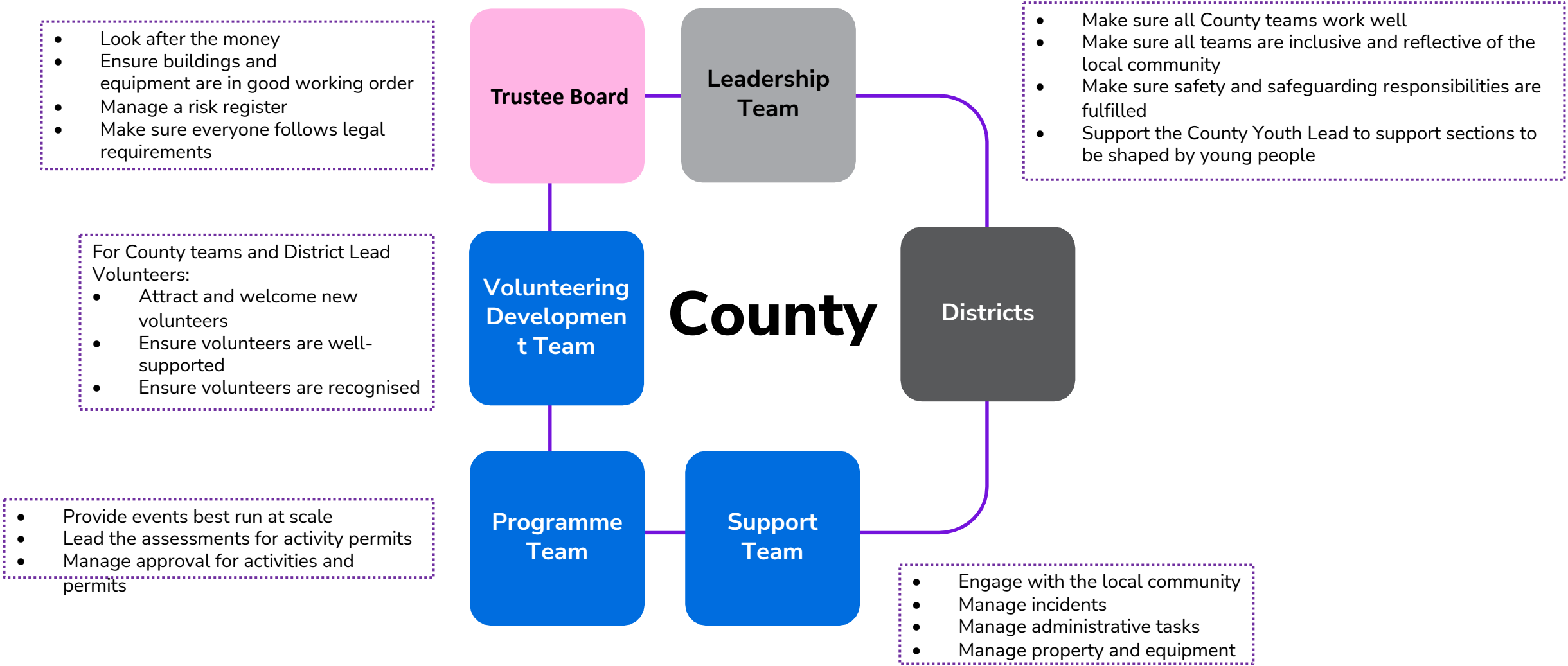
New District Structure – Development (People)



New District Structure – The Complete Picture



County Structure





Scouts

East Norfolk Road Map

Roadmap for Change in East Norfolk



- Cleaning up Compass
- Brief on Trustee Board Changes and NEW Constitutions
- Start planning for New District Teams

JANUARY – MARCH 23

- Review Our Volunteering Culture
- Introduce Trustee Board changes
- Introduce the NEW District Teams

APRIL – JUNE 23

- Adopt Trustee Board / Constitutions
- Continue introducing use of NEW teams to the Scout Groups and Explorer Units

JULY – OCTOBER 23

- Continue embedding Our Volunteering Culture
- Provide additional support to those continuing to move to NEW teams and Trustee Board changes
- Prepare for migration to NEW digital tools

NOVEMBER 23 – JANUARY 24

- Ensure new team structures at all levels are reflected on the membership system accurately
- Start utilising the NEW POR version
- Support Scout Groups and the District Team to utilise the NEW digital tools

FEBRUARY 24

- Continue embedding Our Volunteering Culture and digital tools into all areas
- Feedback on future needs for digital systems
- Celebrate our successes!

MARCH 24 Onwards

Thank you