

Theme	Comment
14-25	Shocked but not surprised at the data about Explorer numbers. We need to stop the exodus by recruiting the right adults, training them well and helping with programme
14-25	Lumping 14-25 in one boat is now a great idea. 3 very different ages of people. 14-18 Exam stress/young leaders, 18-21 leaders/University, 21-25 older adults jobs starting. Think cant have approach for all - think lose leaders this way
14-25	Review 14-25 provision entirely! 14-18 / 18-25 - different priorities/focus, but both sections crucial to support adult recruitment etc
14-25	Age gap of 14-25 needs review. Age range covers too much change in YP lives.
Adults	Make access to training easier - streamline members training area
Adults	Good time to clarify my ideas. Making inspirational well trained leaders is priority
Adults	Generally good ideas, but clarification of certain points needed. Focus on leaders and more effective training needed
Adults	Adult recruitment and retention
Changes	Lets get right what we already have in place before we make too many changes
Feedback	Great to see engagement from wider County
Feedback	Well, let's hope they take our views in to consideration
Feedback	Basically very helpful. Feel HQ in Gilwell not fully in touch with Scouting out in counties.
Feedback	Perception from those in Scouting, we need to find out perception for those outside Scouting
Feedback	Positive
Feedback	This event would have been a great chance to share the voices of OH / Parents / YP. Havong some here would be good
Feedback	Needs rethinking for SA. This County has many diversities and Districts have different needs. Valuable discussions. More accessible for YP and Adults
Feedback	It's the same priorities that are always important!
Feedback	Very good overview. Looks like it will work in 'most' instances/scenarios
Feedback	Positive, well thought out
Feedback	Improving total awareness, engagement through education key to raise profile of scouting 'xxxxx'
	Empower our adults to promote excellent Scouting opportunities.
Feedback	It looks good but please consult with the boots on the ground

Ownership	There are some areas that national need to own other areas need to be owned at District and Group level
Plan	A good future focused plan really looking at what the movement needs. Looking forward to seeing it in action
Plan	Good to learn about the 3 pillars and action plans.

				Programme Pillar Feedback from Breakout Groups
National	County	Funny	Theme	Comment
Yes	Yes		14 - 25 Provision	Sharing of expertise and knowledge to help the delivery of 14 - 25 programme eg YL and DofE in district - DB g6
Yes	Yes		14 - 25 Provision	Explorers need basic life skills - team 3
Yes	Yes		14 - 25 Provision	14 - 25 is a big gap - Rs g6
Yes	Yes		14 - 25 Provision	Priority 2 - employability skills and support for 14-18yrs
Yes	Yes		14 - 25 Provision	review provision of three different age groups (14-25) RS - g6
Yes	Yes		14 - 25 Provision	Loosing out to scouting being a YL - PW G6
Yes	Yes		14 - 25 Provision	4 - Being a YL has the perception of being better than 'just' and Explorer
Yes	Yes		Adult recruitment and retention	Right people right post right place with relevant support Group 5
Yes	Yes		Adult recruitment and retention	We expect that leaders know what to do from the outset without sufficient support and training.
	Yes		Adult recruitment and retention	#Norfolk GP2 SM - MB Appoint a DCC (Growth)
	Yes		Adult recruitment and retention	4 - Do we have the right people in the right roles?
	Yes		Developing adults	#Norfolk Gp 2 JW More scouting skills sessions for leaders
Yes	Yes		Developing adults	Trg practical skills for diff section leaders? Parents resist trg so stay as OHs. Adults key. Leaders do everything - daunting. Group 5
Yes	Yes		Developing adults	1 - Developing adults should be at the top of priorities to help develop the other skills
Yes	Yes		Developing adults	New GSLs struggle with no aide memoires. Weekend trg is best. Retention of leaders poor. Group 5
	Yes		Developing adults	1 - investing in training, is it finicial or time?
Yes	Yes		Developing adults	4 -Dev section leaders by delivery fund. scting skills use accessible, varied & simpler means. Prog support HQ&ADC. ES 3&2 will deliver 1
Yes	Yes		Developing adults	4 - Is the training scheme right? Is online training appropriate? Do we need to get people out and meeting other leaders?
Yes	Yes		Developing adults	4 - Need to be more innovative! Can we video our training and offer webinars?
	Yes		Developing adults	4 - Getting the balance right between the bigger skills (camps) and softer skills
Yes	Yes		Developing adults	OHs no practical skills, weekend courses good for practical skills, online module then skills trg, diff skills diff sections Group 5
Yes	Yes		Digital	1 LH- don't want off the shelf ideas just a nudge in the right direction.
Yes	Yes		Digital	1 -PH - include digital training like using OSM and Compass. Hard to find information on permits.
Yes	Yes		Digital	More Support for leaders wanting to use digital resources eg compass or OSM - G4
Yes			Digital	#NATIONAL GP2 OC Need to be clear about what we mean about 'Major digital investment'
Yes			Digital	#National GP2 OC Will it just be one digital system? Compass? OSM?
Yes			Digital	Digital tools to capture and measure impact, placed 7 - need to get grass root scouts first. - team 3
	Yes		Initiatives	Giving a target to aim for eg Do something exiting with your group - RS g4
	Yes		Larger events	Accommodating and transport and cost for hosting large events - GH g6
	Yes		Programme Ideas	3 AK - thinks we should have a forum or a way of sharing ideas so that we keep programmes fresh and ever evolving.
Yes	Yes		Programme Ideas	Providing a bigger choice of programme ideas - BM G4
Yes	Yes		Programme Ideas	3 BM- perhaps off the peg would be useful for those who are new to the organisation.
Yes	Yes		Programme Ideas	Would like a list of off the shelf ideas to help revive for older leaders and help new leaders - G4
	Yes		Programme Ideas	#Norfolk gp2 OC Provide signposts for prog but up to groups to follow
	Yes		Providing programme	4 - Thinking out of the box when it comes for places to meet - not all Groups have their own HQ
	Yes		Support	1 - JS - Struggle to find people with permits and assessors
Yes	Yes		Support	3 LH- a lot of the stuff exists we need to promote resources that already exist nationally and locally

	Yes	Support	1 - Norfolk Scouts website needs more information such as appointments and who to go to
Yes	Yes	Support	more ideas for the harder badges eg world and environmental badges BM g4
Yes	Yes	Support	4 - Lack of section specific support from HQ - County - District - Groups.
	Yes	Z - Banter :D	Sue is questioning filling the right hole - team 3
	Yes	Z - Banter :D	g6 not 4 mymistake
	Yes	Z - Banter :D	Coffee - team 3
	Yes	Z - Banter :D	Hello team 1
	Yes	Z - Banter :D	Better WiFi
	Yes	Z - Banter :D	Sorry group 3 LH
	Yes	Z - Banter :D	Too many characters Tom!
	Yes	Z - Banter :D	#Norfolk GP2 JW Still waiting for her cheese sandwich
	Yes	Z - Banter :D	Matthew is brill :)
	Yes	Z - Banter :D	These comments are repeating themselves.....
	Yes	Z - Banter :D	More sweets! Team 3

				People Pillar Feedback from Breakout Groups
National	County	Funny	Theme	Comment
	Yes		Activity permit scheme	access to assessors - G6
Yes			Activity permit scheme	#National Permit scheme review for adult development - g6
Yes	Yes		Activity permit scheme	where is the block for people coming assessors in appointments - Pw g6
	Yes		Activity permit scheme	1 - Permits training is hard to access locally
	Yes		Adult Recruitment and Retention	Bring back the paid development worker role to manage recruitment
Yes	Yes		Adult Recruitment and Retention	6 steps of recruiting, face to face, think about skills needed - Peter g6
Yes	Yes		Adult Recruitment and Retention	doesn't have to be a family member or know person. wider community - g6
Yes	Yes		Adult Recruitment and Retention	what we want not who we want - rs g6
Yes	Yes		Adult Recruitment and Retention	4 week challenge - g6
	Yes		Adult Recruitment and Retention	New adult volunteers email the GSL so can enable new people to get involved. GSLs to have regular reviews with leaders e.g. Quarterly. RS G5
Yes	Yes		Adult Recruitment and Retention	1 - Making recruitment simple and user friendly after the initial recruitment
	Yes		Adult Recruitment and Retention	Encourage leaders to consider new roles? Depends on person not age related? To improve the journey for all. G5
Yes	Yes		Adult Recruitment and Retention	looking after of the adults we have.
Yes	Yes		Adult Recruitment and Retention	1 - we must be flexible in recruitment and not focus on the "leader"
Yes	Yes		Adult Recruitment and Retention	Managers are key people, right person right role, G5
Yes	Yes		Adult Recruitment and Retention	4-simplify the process. Reintroduce the welcome pack. Mould the role around the individual. Effective induction. Accredited TSA training/other
Yes	Yes		Adult Recruitment and Retention	separation of scouting role and work - DB g6
	Yes		Adult Recruitment and Retention	1 - We must focus on the leaders when recruiting young people
Yes	Yes		Adult Recruitment and Retention	Failure to acknowledge volunteers skills and knowledge they bring in - T3
Yes	Yes		Adult Recruitment and Retention	Active support has recruited YP G5
	Yes		Adult Recruitment and Retention	Pick up with Uni scout group - is there enough support to do this? Mike Clemo used to do this G5
	Yes		Adult Recruitment and Retention	Having a 30mins conversation with TA before going into appt committee. Know what you are committed to. T3
Yes	Yes		Adult Recruitment and Retention	4-get what we've got right B4 -6:review 2023. Central waiting list+adviser. County led initiative for scing in schools. Mobile ldrs. W/end
	Yes		Adult Recruitment and Retention	right volunteers not just more volunteers - g6
	Yes		Adult Recruitment and Retention	Volunteers in the right place doing the right role - G6
	Yes		Adult Recruitment and Retention	Look at how new people access Scouting - good referrals from County G5
	Yes		Adult Recruitment and Retention	Mentor from start of leadership journey #norfolk
Yes			Adult Recruitment and Retention	DBS system three pieces of ID can be hard, and paper form - G6
	Yes		Adult Recruitment and Retention	Look wider than parents e.g. Workplaces for adult leaders, bricklayers! Some companies give volunteer days. G5
Yes	Yes		Brand	The b+A1:E91rand of Scouting - Doing things with other people you couldn't do by yourself eg hill walking shooting etc RS G5
Yes	Yes		Developing adults	Adult volunteers don't have enough time for weekend training - too busy lives G5
Yes	Yes		Developing adults	Use online key skills questionnaire for adult volunteers RS G5
Yes			Developing adults	#National GP2 OC - Should there be other scales of training for different leader levels- why does a ASL do the same as a SL??
	Yes		Developing adults	managers/Supporters/Trustees to do a meeting night to keep in touch with section to allow open lines of communication - G6
	Yes		Developing adults	1 - Training for leaders is important to help with retention of leaders and so would increase spaces for young people
Yes	Yes		Developing adults	Training programme, poorly worded and doesn't look flexible - T3
	Yes		Developing adults	#both GP2 SL - Face to face 1&3's. Could be of putting saying to a new adult welcome, now go away and do these online.
yes			Developing adults	Digital matrix to clarify roles and make it more accessible. T3
	Yes		Developing adults	#norfolk GP2 OC: training District run, but with county support. Makes it more accessible.
	Yes		Developing adults	Tim, enjoy adult leader training with Louy. Formed friendships and network

Yes	Yes	Developing adults	Leader training academy. Tim
Yes	Yes	Developing adults	1 - More flexible in training and permits
	Yes	Developing adults	Started with YLs in a "Skills ASU", helping with older Scouts JC G5
	Yes	Developing adults	Some TM and TA need refresher training, standard across county.
	Yes	Developing adults	1 - iDragon was good and would help get more adults into activities and nights away
Yes		Digital	HQ web pages need to make it easy for new people to access Scouting, better dashboards G5
Yes	Yes	Diverse Membership	We have Polish and Muslim groups which is great but sad they have their own groups? G5
Yes		Diverse Membership	Underrepresented groups - how is this interpreted?
Yes	Yes	Diverse Membership	1 - Feeling that we should not have separate groups but seems to have changed and is now working
	Yes	Diverse Membership	#norfolk gp2 OC: Define underrepresented!
Yes	Yes	Diverse Membership	Language communication in a mixed community - g6
Yes		Diverse Membership	A service to translate into resources into different languages - g6 RS
	Yes	Diverse Membership	Build affiliations or local links with other groups in community to help spread the load. Diverse ways of recruiting is priority G5
Yes	Yes	Diverse Membership	4- contact European Scout Assns and link. Faith groups.
Yes	Yes	Growing Scouting	Bring a friend to Scouts, wear beaver uniform to school are effective G5
	Yes	Growing Scouting	4-permit pot from Dists to County. County growth strategy. Rural community can cause difficulty. On the job training/reviews. Apprenticeship
Yes	Yes	Programme deliver	How much are the yp going to get out of it? rather than cost - g6
Yes	Yes	Scouting in Schools	T3 - scouting in schools should be reviewed on need and local provision, individual bases
Yes	Yes	Scouting in Schools	Look at independent schools. Local decision to enrich. Tom
Yes	Yes	Scouting in Schools	#both gp2 OC: Scouting in Schools- get the balance right
Yes	Yes	Scouting in Schools	#both gp2 JW: all communities, not just schools!
Yes	Yes	Scouting in Schools	Could use schools to support underrepresented committees. T3
Yes	Yes	Scouting in Schools	Need adult volunteers from school for school enrichment programme JC G5
Yes		Scouting in Schools	Keep school and scouts separate. separate experiences g6
	Yes	Support	Talk to GSLs away from section meeting, use Skype, when time suits them, webinars for GSLs G5
	Yes	Support	County team to be more Visible - RS G6
Yes	Yes	Support	Keep Scout websites up-to-date with contact details and updates e.g. Beavers can camp AB G5
	Yes	Support	County website much improved, well done!! G5
	Yes	Support	County Updates are good means of comms!! G5
Yes	Yes	Support	1 - Manage expectations of time and cost to a leader, they don't realise the true cost of activities, running troops etc
	Yes	Support	1 - Points of contacts, who to go to getting information
Yes		Younger section	3 TR- squirrels? You must be nuts!
Yes		Younger section	Need to increase volunteer numbers and their journey before looking into squirrels!
Yes		Younger section	Setting up younger section could kill older sections and lose young leaders
Yes		Younger section	Control of under 6's with behavior taking into consideration Yp survey results - g6
Yes		Younger section	under 6's end up with a bigger problem of waiting lists adults, facilities - g6 DB
	Yes	Z - funny :D	Sweets please - T3
	Yes	Z - funny :D	DA is Charlie Chaplin or Fred Astaire running the meeting!! 😊 G5
	Yes	Z - funny :D	And water - T3
	Yes	Z - funny :D	Sir is crazy- T3
	Yes	Z - funny :D	Sorry, creeky
	Yes	Z - funny :D	3 TR- there's a hole in my cup
	Yes	Z - funny :D	It's usually full when handed to me - team platinum
	Yes	Z - funny :D	Coffee is good, cookies amazing thank you!

Yes	Z - funny :D	G5 B4 whoops thought it was battleships!
Yes	Z - funny :D	We love Sonia - T3
Yes	Z - funny :D	Happy birthday to Sonja
Yes	Z - funny :D	Tim looks bored!
Yes	Z - funny :D	1 - thanks for the coffee
Yes	Z - funny :D	People - Louy... need I say more?

				Perception Pillar Feedback from Breakout Groups
National	County	Funny	Theme	Comment
	Yes		14 - 25 Provision	Exam Camp - Chilled out camp for explorers where they can escape exam pressure - keep programmes active to offer a change - g6
	Yes		Access to Scouting	Won't hand over waiting list to another local group!! G5
Yes	Yes		Adult recruitment and retention	again finding people to fit in the right roles not just people - g6
Yes			Ambassadors	1 - Ambassador's are working well and helping to promote Scouting
	Yes		Ambassadors	#Norfolk - need high profile county ambassadors, that young people now.
Yes	Yes		Brand	Engage with community , what we can offer e.g. delivery of survey. Donation gratefully received G5
Yes			Brand	1 - we need a brand review but national need to lead
Yes	Yes		Brand	Scouting perception still white middle class Christian organisation. Leaders perpetuate eg church service on St G's day. G5
	Yes		Brand	#Norfolk - As a youth organisation, we need youth branding.
Yes	Yes		Brand	4- make resources affordable and available. Cost of resources need revisiting-too costly. Ill fitting uniform gives 'amateurish' perception
Yes	Yes		Brand	Uniformed organisation with programme with values and life skills - market Scouts on these G5
Yes	Yes		Brand	National and local brand both important G5
Yes	Yes		Communication	better communication between all levels - g6
Yes	Yes		Communication	4-moving up- use targeted programmes. Section communication & working together required. Remove adult barriers.
			Culture	if youre in youre in. if not it can be hard - g6
Yes			Data and Analytics	4- national survey outside of membership. Bear attending Conservative Conference reinforces 'white middle class'.
	Yes		Data and Analytics	would like to see the survey results sorted into age? g6
Yes			Data and Analytics	4 - Major national survey required - what do the general public think?
Yes	Yes		Diverse Members	Bring in people from other faiths, multi faith organisation? Open group to everyone not just ones who can afford. Pass on uniforms. G5
Yes	Yes		Outcomes	1 - Getting more information on the awards like Queen scout and how it relates to DoE etc
Yes	Yes		Programmes	Programme Ideas/ on offer to be better and more readily available to help keep yp involved
Yes			Programmes	1 - Youth badges seem to be easier for younger ages but more dircult for older ages.
Yes	Yes		Programmes	1 - we must be assessible for awards and badges
Yes	Yes		Programmes	4-be a centre of excellence for elements of our programme & use others for theirs.
Yes	Yes		Recognition	Appreciation shown and feeling welcome and better communication - g6
Yes	Yes		Recognition	4-Scouting training for yp programme needs to be properly recognised by employers. Needs to count as UCAS points. Don't 4get the fun tho!
Yes	Yes		Recognition	4 - Recognising the skills that YP gain from Scouting eg UCAS points. Why is our own organisation too expensive - uniform/resources?
Yes			Uniform review	Uniform identifies group but could just be a polo shirt, ask YP G5
Yes			Uniform review	uniform is an equalizer between people. g6
Yes			Uniform review	its more about what we do than wear g6 DB
Yes	Yes		Values	Spirituality or wellbeing not evident in programme, build on values to break down barriers, market on values and life skills not just fun G5
	Yes		Values	1 - Youth should take us forward
		Yes	Z - Funny :D	Bekka says' get it out!'
		Yes	Z - Funny :D	Sues suggesting we put a sticker over children's faces!
		Yes	Z - Funny :D	1 - 😊
		Yes	Z - Funny :D	We're done!!!!
		Yes	Z - Funny :D	Tim is not the only one who's now bored!

Yes Z - Funny :D

Yes Z - Funny :D

Yes Z - Funny :D

Yes Z - Funny :D

Yes Z - Funny :D

Yes Z - Funny :D

Yes Z - Funny :D

Yes Z - Funny :D

Yes Z - Funny :D

Yes Z - Funny :D

Yes Z - Funny :D

We've fixed the correct hole problem! Turns out signs were the answer!

Positive polly's here

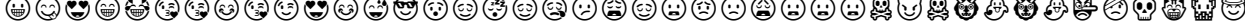
Pirates still a big issue.

Tim meet a guy i. Zanzibar with a. If weapon,



G3 needs 🍷🍷🍷🍷🍷🍷

Becca's been ruined by social media!



Today's got me like 🍷🍷🍷🍷🍷🍷

Matthew has had bad wind. Gp 1

Enjoyable