



Scouts

Norfolk Scouts

Welcome

- **Welcome** Jamie (Transformation Lead)
- **A message from the CC** David Human (County Commissioner)
- **Our North Star**
- **Our volunteer Culture**
- **Our approach to change**
- **What's next?**
- **Norfolk Scout's road map for change**
- **Your support team**

Please use the chat box to ask any questions as we go, we will collate these after and send out a FAQ to everyone



A message from the CC





**More young
people gaining
skills for life**

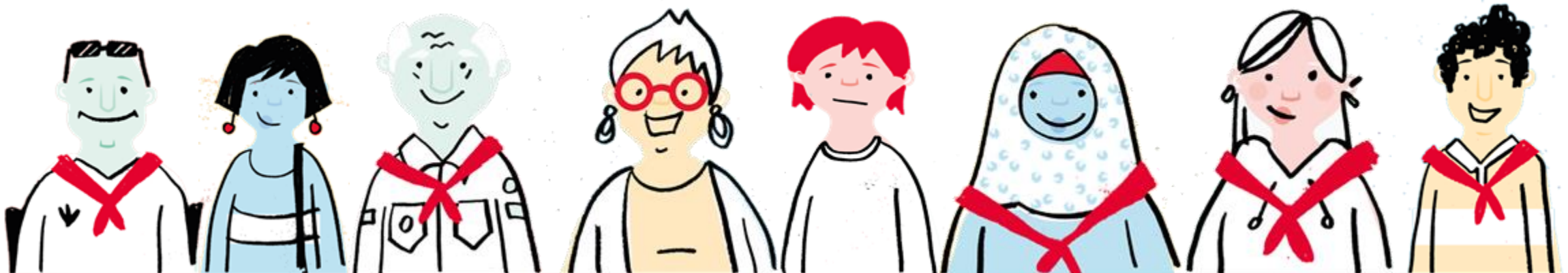
**Consistently and safely
deliver a great programme**

**Recruit more volunteers
and retain current ones**



**We want to make volunteering with
Scouts easier and more fun...**

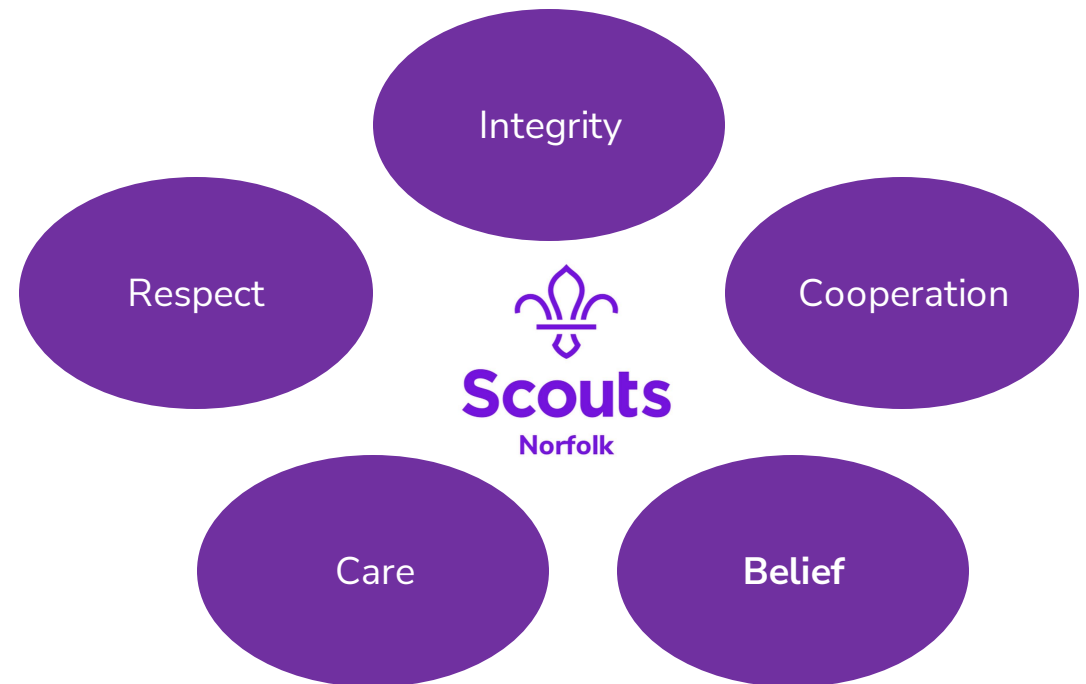
**...so that we can attract more
volunteers and our current volunteers
want to stay**





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





How will we make our culture come alive?



As UK scouts, we will....

a. Make Scouts a welcoming place, making sure everything we do and say is led by the Values of Scouting and the Scout Promise

b. Commit to Equity, Diversity and Inclusion in everything we do, making sure everybody has access to our activities and can thrive in Scouts

c. Support you to be part of positive teams that resolve issues with respect and integrity

d. Acknowledge your personal motivation for volunteering and the skills you already have

e. Help you develop your own potential by offering learning opportunities to give you the confidence and the skills needed for your Scout role

f. Listen to you and give you the space to share ideas and concerns so that we can improve our volunteer experience

g. Offer meaningful, relevant, and flexible ways to volunteer, with clear guidance of what we'll require from you, and who you can ask for advice and support

h. Accept your other commitments, that your availability may change and offer you volunteering options that'll suit you best

i. Help you understand Scouts better and the impact we make, so you can see how your contribution makes a difference

j. Do our best to overcome barriers to volunteering such as finance, accessibility and time As UK Scouts we'll:

How will we make our culture come alive?



As a volunteer, we will....

- a.** Promote a welcoming and inclusive environment where we treat everybody fairly and with respect, making sure our values are part of everything you say and do
- b.** Commit to equity, diversity and inclusion, accepting that people's beliefs, circumstances and motivations may be different to yours
- c.** Be a great role model in the way you act, by following our values, purpose and policies, as well as the laws of the country you're volunteering in

- d.** Communicate openly and respectfully, whether verbally, in writing or online
- e.** Be open and honest with your team about your time commitments and let them know if things change

- f.** Contribute to an environment where everyone feels comfortable to share thoughts and ideas
- g.** Review how things are going, improve volunteering opportunities and resolve problems fairly

How will we make our culture come alive?



Together, we will do our best to....

a. Know what we expect from each other

b. Listen to and respect everybody's ideas and concerns

c. Feel proud to contribute to and be part of a truly equitable, diverse and inclusive movement

d. Recognise and celebrate all volunteers for their contributions, no matter how long they volunteer for or the amount of time they give

e. Make sure volunteering has a positive impact on your wellbeing and that you get the support you need

f. Contribute to an environment where everyone feels comfortable to share thoughts and ideas

g. Review how things are going, improve volunteering opportunities and resolve problems fairly

A positive culture starts and ends with each one of us.

Together, we create a strong positive culture



Acknowledge your personal motivation for volunteering and the skills you already have

Offer meaningful, relevant, and flexible ways to volunteer

Accept your other commitments, that your availability may change and offer volunteering options that'll suit you best

Make sure volunteering has a positive impact on your wellbeing and that you get the support you need

Help you develop by offering learning opportunities to give you the confidence needed for your Scout role

4 Steps of Change



'we understand **why** the change is needed'

Awareness & Desire



'we have a plan to **support** people through the change'

Knowledge & Ability



'we are responding to **feedback** and celebrating **wins**'



'we can **measure** long term success'

Reinforcement

Scouts



What changes are happening pre-digital tools?



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

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

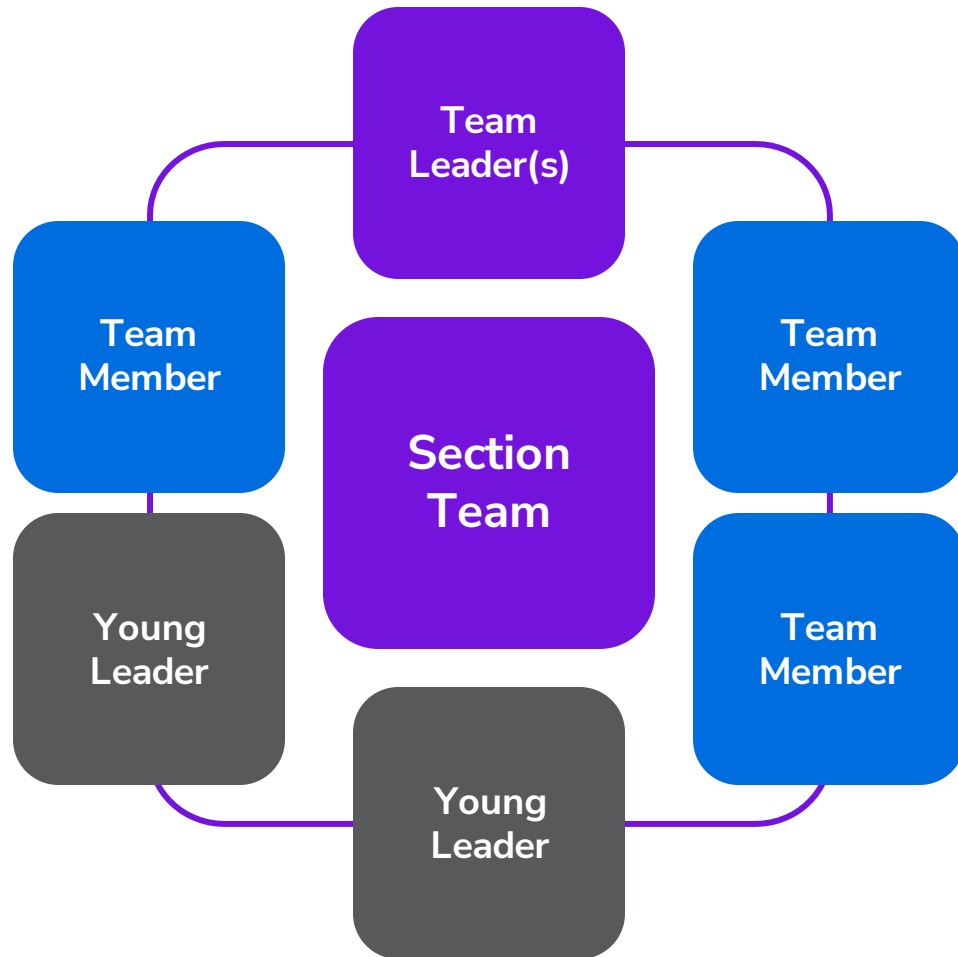
We will be moving from Exec Committees & Exec Committee members to Trustee Boards & Trustees

We will be aligning with Charity Commission good practice

Digital Changes

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

Team Based approach



Team-Based Approach

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

Flexible task-based roles

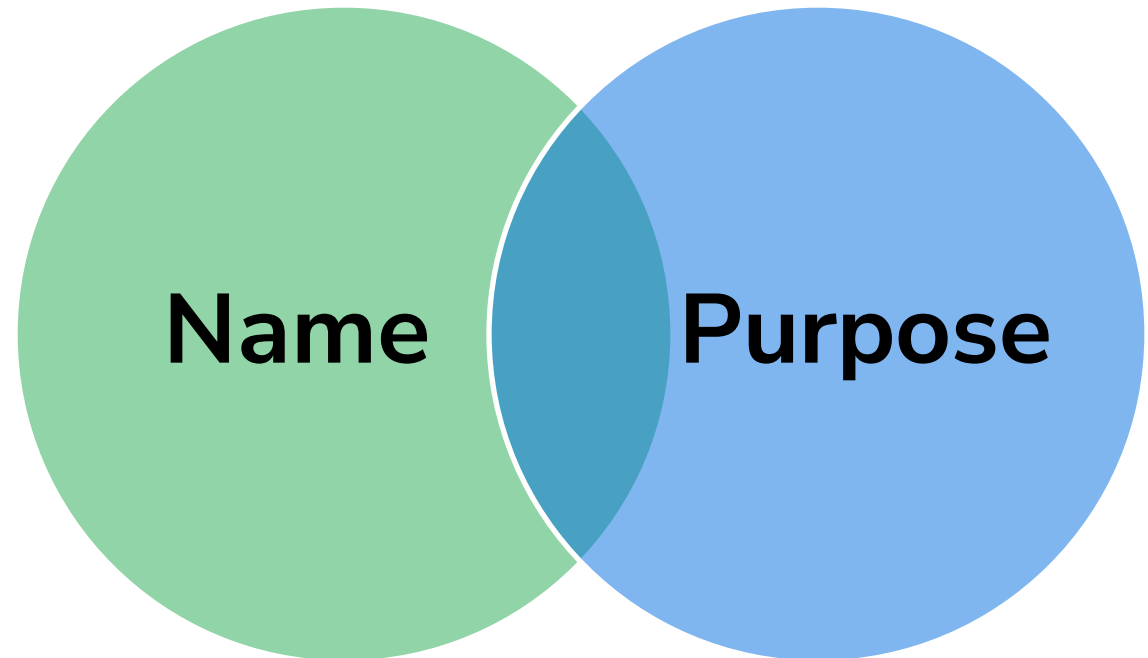
Trustee boards

Trustee Boards

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

Trustees are for Governance

Group teams are for operational



Roadmap for Change



- Change Planning
- Cleaning up Compass
- Brief on Trustee Board Changes
- Start planning your new teams

JANUARY – MARCH 23

- Cleaning up Compass
- Start introducing Our Volunteering Culture
- Start introducing use of new teams
- Start introducing Trustee Board changes

APRIL – JUNE 23

- Continue introducing Our Volunteering Culture
- Continue introducing use of new teams
- Continue introducing Trustee Board changes
- Utilise POR version for post transition to prepare teams for transition

JULY – OCTOBER 23

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

NOVEMBER 23 – JANUARY 24

- Start utilising the new POR version
- Support your local area to utilise the digital tools
- Ensure new team structures at all levels are reflected on the membership system accurately

FEBRUARY 24

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

MARCH 24 Onwards

Roadmap for Change



- All Norfolk Zoom
- Launch our volunteering culture
- Look forward to what's next..

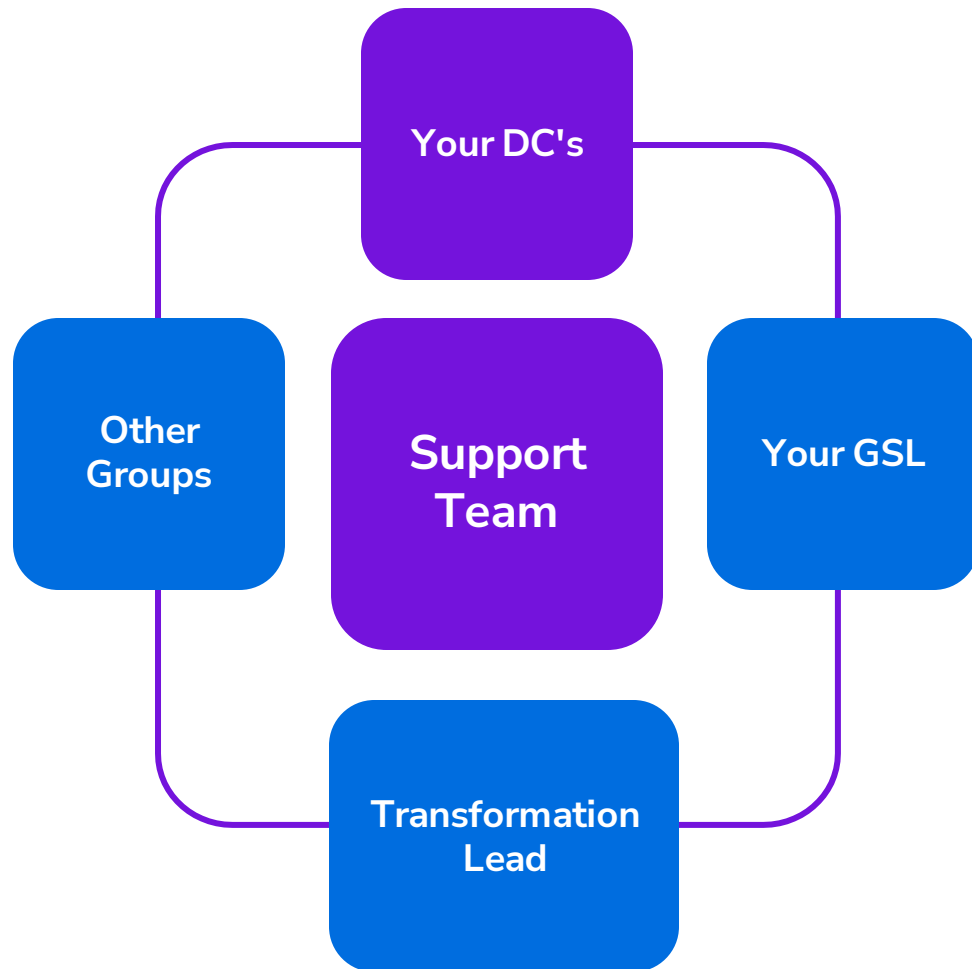
25th May 2023

- DC's learn about team-based approach and Trustee boards
- Support districts and GSL's to adopt team-based structures
- Find ways that team based will help recruit volunteers for your teams

JUNE 23

- Teams formed across, County, Districts and groups
- Admin of role changes on compass
- Trustee boards and constitutions adopted at AGMs By October

OCTOBER 23



Your support network

Your DC will lead you through what changes are next and support you to get the most from Transformation

You can ask question -
Transformation@norfolkscouts.org.uk



Our Volunteering Culture

Resources:

- Our Volunteering Culture webpage
- www.scouts.org.uk/about-us/volunteer-experience/



About Me

Reflect on your own behaviours within Our Volunteering Culture, both in terms of what you do well and what you could work on.

[Try the About Me activity >](#)



Well Done You!

Reflect on, acknowledge and celebrate aspects of Our Volunteering Culture your team does well.

[Try the Well Done You! activity >](#)



Let's Do the Challenging Ones

Reflect on aspects of Our Volunteering Culture that your team can improve upon.

[Try the Challenging Ones activity >](#)

What we'll provide

- A recording of tonight for you to share the exciting messages
- FAQ's from the questions asked in the chat
- Updates on how things are going and good news story's from around the county
- Support when you need it...

What you'll need to do

- Talk to your teams and leaders about our volunteer culture and how we are making it easier to volunteer
- Have a look at the scouts.org.uk website
- Look out for your DC's invites in June
- Get ready for an amazing journey together

**Thank you for
all you do**

