

## District online meeting transcript – 20 October 2021

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00:00:14.280 --> 00:00:20.550

Carl Hankinson: Okay, just as people are joining, good evening everyone we're going to wait just a minute or two because we can see a lot of people joining this evening.

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00:00:21.150 --> 00:00:28.770

Carl Hankinson: I will do introductions about myself and the rest of the my colleagues that we've got here this evening, a moment so we'll just give it a moment to thank you very much for joining.

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00:01:01.200 --> 00:01:12.000

Carl Hankinson: Okay well listen I get that up quarter to eight and our numbers of settled, though we are expecting a few more so, there might be a few more joining in a moment, but let's make a start so good evening everybody.

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00:01:12.660 --> 00:01:21.570

Carl Hankinson: It is lovely to be with you this evening mullins car i'm concerned i'm our new or feeling not so new now UK Chief, Commissioner, it is a joy.

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00:01:22.470 --> 00:01:35.070

Carl Hankinson: To be able to host this our first or my first session for district Commissioners and district chairs introduce some of the other teams and we well known to your son will also be speaking for the first time as well.

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00:01:35.640 --> 00:01:41.340

Carl Hankinson: This evening, so we will everybody will know matt matt hide our chief executive map over to.

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00:01:42.240 --> 00:01:44.640

Matt Hyde: me everyone, have you okay good to be with you.

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00:01:45.360 --> 00:01:48.030

Carl Hankinson: And please also with us as well chloe.

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00:01:48.600 --> 00:01:52.530

Chloe Kembery: hi everyone great to be with you and supporting the new UK leadership team.

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00:01:53.400 --> 00:01:58.440

Carl Hankinson: Thanks chloe employee is also here to help us answer questions later which we're very grateful cj.

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00:01:58.590 --> 00:01:59.040

Carl Hankinson: Over to you.

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00:02:03.240 --> 00:02:09.660

CJ Ledger: Sorry i'm eating problems hi everyone i'm cj i'm delighted to be here tonight, as well as the new deputy chief Commissioners.

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00:02:10.950 --> 00:02:17.010

Carl Hankinson: Thank you cj thanks so much and Ross will be a familiar face and voice to everybody, but Ross over to you.

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00:02:17.730 --> 00:02:19.200

Ross Maloney, The Scouts: Good evening everyone nice to be with you.

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00:02:20.310 --> 00:02:22.200

Carl Hankinson: Thank you Ross i'm Chris Chris murali.

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00:02:23.610 --> 00:02:27.900

Kris Murali: Thank you, good evening everyone really happy to be with you this evening.

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00:02:29.190 --> 00:02:30.480

Carl Hankinson: And finally Craig.

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00:02:30.510 --> 00:02:31.920

Carl Hankinson: Craig turn it over to you.

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00:02:33.270 --> 00:02:39.210

Craig Turpie: hi everyone great to be with your at one of the new deputy UK Chief Commissioners alongside CG.

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00:02:40.440 --> 00:02:52.290

Carl Hankinson: Okay, so, as I said, for certainly for myself and cj and Craig, this is the first time we've done this we've just hosted the county Commissioners and counted chairs call.

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00:02:53.010 --> 00:03:01.530

Carl Hankinson: The content that we will go through this evening will be repeated from the call that your cc's and counted chairs of just hard.

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00:03:01.980 --> 00:03:06.960

Carl Hankinson: And we hope it will be, or are we hope will be useful for help you'll find it enjoyable if not.

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00:03:07.350 --> 00:03:19.500

Carl Hankinson: you'll tell us and and if we make the mistake well we're learning we're trying our best so it'll give people a little bit of a chuckle and we've promised that will improve next time round of the 2022 so just bear with us really.

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00:03:20.460 --> 00:03:29.130

Carl Hankinson: Really bit of a pattern this evening before we do the group call at the beginning of November and, but it is a pleasure to be with you and it's.

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00:03:29.610 --> 00:03:40.230

Carl Hankinson: A huge privilege to be in these roles and supporting you and we're learning a lot we're spending a lot of time over the last few weeks and months, getting to know people.

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00:03:40.590 --> 00:03:49.260

Carl Hankinson: And certainly for myself Ross and matt we've spent time in Northern Ireland, Northern Ireland is shifting the county Commissioners and with Stephen and T.

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00:03:49.890 --> 00:03:54.750

Carl Hankinson: we've been informing which regions in the last few weeks as well with county Commissioners and.

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00:03:55.260 --> 00:04:01.080

Carl Hankinson: In November in Scotland, good evening if you're joining us from Scotland good, even if you're just from Northern Ireland as well.

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00:04:01.350 --> 00:04:11.550

Carl Hankinson: And we'll be in Wales in January and Nathan Frobisher scouted overseas and already joined us at one of the teams so we're trying to see and meet the whole of the UK, including.

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00:04:12.210 --> 00:04:20.100

Carl Hankinson: People from the Isle of Man and also the Bailiwick of Jersey and I love ya and don't miss anybody out so there we are now.

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00:04:20.820 --> 00:04:27.900

Carl Hankinson: This evening's being recorded if you're listening to this or watching this on record hello, thank you very much for joining us as well.

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00:04:28.290 --> 00:04:34.560

Carl Hankinson: What we're going to do this evening is take you through a number of slides we've got plenty of time for question and answers this actually.

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00:04:35.190 --> 00:04:42.450

Carl Hankinson: Will there's two or three ways, you can do this as we're going through, please do pop a question in the Q and A if you want.

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00:04:43.080 --> 00:04:52.530

Carl Hankinson: We may answer them live or we might dismiss them and if we dismiss them it's because they've chosen not to add so it's just will pick them up later Rasul take us through the Q and a's.

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00:04:52.860 --> 00:05:01.680

Carl Hankinson: And and that's a list of questions that we will pick up in the q&a later because we think that lots of people want to hear the answer, or indeed you can put something in the chat.

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00:05:02.100 --> 00:05:15.930

Carl Hankinson: And so along the main or towards the end there's plenty of time will answer a question about anything so pop that in, and we will work through our presentation and it's just great.

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00:05:16.980 --> 00:05:25.680

Carl Hankinson: That in these last few weeks and actually has just probably be the last few weeks is the way it feels so many ways, over the last couple of months we now beginning to get back to our best.

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00:05:26.550 --> 00:05:36.270

Carl Hankinson: We have had a difficult time challenging time you know this is district Commissioners and district chose more than many people on with county Commissioners and chairs.

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00:05:36.630 --> 00:05:45.480

Carl Hankinson: You really have held scouting together and whilst that's been difficult, we shouldn't move past this moment as a new team and saying thank you, thank you for everything that you've done.

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00:05:46.140 --> 00:05:50.430

Carl Hankinson: We delivered more support to young people than any other organization in the UK.

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00:05:51.030 --> 00:05:57.060

Carl Hankinson: You should be proud of that, I hope you are we are it's a tremendous thing that we've done for young people at the time that they've new years more.

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00:05:58.020 --> 00:06:14.730

Carl Hankinson: supporting them and supporting adults, has been difficult and you felt that and never underestimate the impact you've had Thank you so much, but, as we are back at our best look at the joy look at some of the examples of great things we've been doing across the UK cj.

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00:06:16.350 --> 00:06:25.830

CJ Ledger: Thanks Carl oh and isn't it a joy and it's just been great to see scouts back out and about and face to face doing all sorts of activities, again, and this is a very, very.

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00:06:26.310 --> 00:06:33.180

CJ Ledger: High Level snapshot of just some of the stuff that I a great great activities i've seen on social media and to give you a sense we've.

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00:06:33.720 --> 00:06:38.520

CJ Ledger: we've got some beaver scouts up in the Highlands of Scotland and we've got the.

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00:06:39.180 --> 00:06:46.860

CJ Ledger: van scouting innovation happening in Cardiff, because they had didn't have anywhere to meet, and so the very innovative.

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00:06:47.220 --> 00:06:52.740

CJ Ledger: leaders decided that they actually put all the programming to is in the back of a van and be able to offer scouting or.

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00:06:53.250 --> 00:06:59.970

CJ Ledger: In all sorts of different places, rather than having a venue which I think is absolutely amazing and was able, were able to reach lots of different people that way.

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00:07:00.810 --> 00:07:05.220

CJ Ledger: we've got beavers in northern islands we've got some of our very first squirrels being invested.

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00:07:05.550 --> 00:07:11.910

CJ Ledger: we've got an explorer scout unit going back and doing those expeditions working towards their top awards, which is fabulous so that's a beautiful.

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00:07:12.360 --> 00:07:18.360

CJ Ledger: Mountain snowden mountain picture at the bottom there, but there are so many examples of these.

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00:07:19.110 --> 00:07:27.510

CJ Ledger: And what I really want to say was how proud, you should be in the role that you've played in helping lead that way lead our sections back.

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00:07:27.960 --> 00:07:40.110

CJ Ledger: to being able to meet face to face, so that we can provide the most amazing programs for young people and how exciting and brilliant, that is, and how much energy I get from seeing that happening, and I hope you do.

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00:07:40.500 --> 00:07:50.910

CJ Ledger: As well when you're out and about with your local districts in groups and you get a bit of that joy and a bit of that brilliant magic and scouting now that we're back meeting face to face over to matt.

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00:07:51.750 --> 00:08:00.930

Matt Hyde: And it feels very different doesn't it from a year ago when we were having to make so many difficult decisions across the movement and a national level.

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00:08:01.890 --> 00:08:13.170

Matt Hyde: That was about decisions of ordinances and working out what we're going to do about our activity centers and what how many we would be left with, and of course it was about selling assets.

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00:08:13.620 --> 00:08:26.310

Matt Hyde: Like Baden powerhouse as well, and the tough decisions that we took them mean that we are in a position as we come through the pandemic I know there's a lot of uncertainty still when you hear today's Nice.

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00:08:26.790 --> 00:08:37.050

Matt Hyde: But there as we come through the pandemic, which we are where we've laid the foundations for a strong future and given us some financial resilience and strength.

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00:08:37.860 --> 00:08:51.870

Matt Hyde: That wasn't certain a year ago, and certainly isn't certain when I compare ourselves and talk to other chief executives of other charities across the country so that means that we are well placed.

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00:08:53.100 --> 00:08:59.880

Matt Hyde: To have set those financial foundations we've completed the sale of baby powerhouse in in August.

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00:09:00.390 --> 00:09:11.640

Matt Hyde: And so now we're able to provide the support again that you need and recruiting staff are key roles they can provide frontline support and also.

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00:09:12.240 --> 00:09:20.310

Matt Hyde: To act to what we said we were going to do with the skills for life strategy that we paused during the pandemic so you're going to hear more about that shortly.

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00:09:26.790 --> 00:09:27.390

Carl Hankinson: Thanks matt.

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00:09:27.840 --> 00:09:35.580

Carl Hankinson: So let's just then pivot and talk a little bit about what we think our focus ought to be now, and also a little bit for the future tonight.

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00:09:35.940 --> 00:09:55.110

Carl Hankinson: As we take you through this presentation you're going to hear about some new information that we want to share with you, but before we do that now as part of our key leadership team, I think that our priority needs to be building that energy in our teams that fun.

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00:09:56.220 --> 00:10:04.260

Carl Hankinson: remind ourselves that we enjoy this hobby no doubt in our roles that sometimes we're tested there are things we need to manage, we need to do them carefully discreetly.

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00:10:04.740 --> 00:10:13.980

Carl Hankinson: very professionally but, ultimately, our role is one of leading others and that excitement that energy that we've started to see as we've come back together.

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00:10:14.280 --> 00:10:31.260

Carl Hankinson: That social glue that binds us together reminding ourselves that we really do thrive and enjoy each other's company, I would just encourage yourself as the seas and district chairs to find more ways of doing that partly bringing other volunteers together to to celebrate.

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00:10:32.310 --> 00:10:39.390

Carl Hankinson: Everything that they're doing in scouting young people, ensuring that, in the district there's an exciting and active Program.

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00:10:39.780 --> 00:10:50.520

Carl Hankinson: nights away set for next year, getting ourselves organized again so young people enjoy those outdoors and make all those memories, as we all do when we have nights away.

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00:10:51.180 --> 00:10:58.080

Carl Hankinson: But also really organizing and mobilizing our team support visiting people providing encouragement, we all know, we.

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00:10:58.530 --> 00:11:06.870

Carl Hankinson: The value of encouragement is incredible and now is possibly our time to move away from some of the things that we've needed to do.

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00:11:07.260 --> 00:11:17.850

Carl Hankinson: But also tried to just create a bit of capacity in our teams to really support our teams and get our sections back up and running so young people can enjoy scouting.

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00:11:18.240 --> 00:11:26.400

Carl Hankinson: So I would encourage you, as part of your team meetings over the next few weeks to talk to your your immediate district team, so how can we motivate people, how can we inspire them.

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00:11:27.000 --> 00:11:40.530

Carl Hankinson: How can we bring pack people and also welcome lots of the new volunteers, we have ample evidence to join in scouting actually even though we've lost some volunteers we've got a lot of new recruits and they really need to feel the magic of scouting as well.

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00:11:41.730 --> 00:11:42.090

Carl Hankinson: Craig.

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00:11:44.070 --> 00:11:55.140

Craig Turpie: Thanks Carl I think it really is great to see this positive energy across the whole of the UK right now and it shouldn't come as a surprise, really, because we know that young people in skeptic.

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00:11:55.590 --> 00:12:03.540

Craig Turpie: It really missed out on a lot these last month, they missed out on being together with our scouting friends, they missed outdoor activities.

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00:12:04.020 --> 00:12:11.640

Craig Turpie: And maybe not had those opportunities to work on and gain the top awards Oh, it might seem self evident.

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00:12:12.210 --> 00:12:18.600

Craig Turpie: But we think it's really important to ensure that we keep a focus on delivering our amazing programs.

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00:12:19.050 --> 00:12:25.800

Craig Turpie: Because we know that that's what ultimately engages young people and motivates us as adult volunteers as well.

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00:12:26.460 --> 00:12:37.200

Craig Turpie: So, in the wake of this most impactful period of the pandemic, we really need to continue supporting the membership to get section meetings back up and running safely.

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00:12:37.650 --> 00:12:47.850

Craig Turpie: That really has to be one of our priorities for the coming months, we know that the great programs that you helped to deliver each week will bring young people back and engage them.

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00:12:48.660 --> 00:12:57.990

Craig Turpie: And we need you to support your groups to plan for camps events more adventures activities and Twitter it's safe to do so even trips abroad.

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00:12:58.770 --> 00:13:04.740

Craig Turpie: These experiences deliver the skills for young people and they can help to reenergize volunteer teams to.

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00:13:05.280 --> 00:13:12.630

Craig Turpie: And ultimately they'll help ensure our young people have the opportunities to work on those top awards that they that we know they want to give.

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00:13:13.500 --> 00:13:18.720

Craig Turpie: And to help you and to help the people that you work with there's lots of support out there.

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00:13:19.440 --> 00:13:32.340

Craig Turpie: we've got the activity folder on the website with over 1400 activities that will help leaders and your districts to deliver really exciting programs that will help with the attainment of those top awards.

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00:13:32.820 --> 00:13:44.280

Craig Turpie: we've got the ask the advisor webpage with advice for each section, including tailored webinars Community discussions and even updates and suggested programs for the current term to.

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00:13:45.240 --> 00:13:58.590

Craig Turpie: And we would encourage your local support volunteers and your team to check in with leaders to share best practice and to find out the kind of help that leaders really needs to next slide please.

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00:14:00.780 --> 00:14:10.650

Craig Turpie: Now to deliver the best program safely to young people, our training safety checks and disclose or checks are all part of this package.

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00:14:11.520 --> 00:14:22.260

Craig Turpie: We do know that this focus on safety safe guarding and fasted as felt like a really long and hard journey but we're really turning a corner thanks to you.

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00:14:23.100 --> 00:14:36.450

Craig Turpie: With a safety and safeguarding training went down to the final 10% note this was as low as 3% and summer, but that are more roles required to complete this training since September, which means the number has gone up.

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00:14:37.260 --> 00:14:47.670

Craig Turpie: And with first day trading, we have our own 20% to complete this, but we see this number of reducing well at the moment, which is great as more people are able to access courses.

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00:14:48.450 --> 00:14:53.310

Craig Turpie: And with disclosures do we've made some great progress and down to the final 3%.

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00:14:54.210 --> 00:15:03.390

Craig Turpie: We really are getting into good place and we want to stay in that good place, as we know that this type of follow up creates a lot of noise, for you, luckily.

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00:15:03.750 --> 00:15:08.550

Craig Turpie: But you have been amazing and helping us to get through this so thanks for everything that you're doing.

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00:15:08.910 --> 00:15:23.310

Craig Turpie: To support volunteers and your districts, to complete their safety, safeguarding and first aid training and disclosures as well as helping leaders to become familiar or more familiar with risk assessments and safety checks on activity provision.

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00:15:24.330 --> 00:15:31.950

Craig Turpie: In terms of support for safe scoping much of the training is no online to allow volunteers to do it at a time that suits them.

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00:15:32.790 --> 00:15:40.740

Craig Turpie: And we know that many of you have been asking for support on how to tackle the final few that have had many reminders.

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00:15:41.160 --> 00:15:48.570

Craig Turpie: And indeed lots of time to complete dream, particularly safety and safeguarding and we are working on a framework.

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00:15:49.020 --> 00:16:07.860

Craig Turpie: on how to take next steps, using mutually agreed restrictions with those volunteers who, despite our encouragement and support are not responding to local or your national requests at your local or our national requests to complete that required training.

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00:16:08.880 --> 00:16:18.090

Craig Turpie: In addition, risk assessment templates and examples, including several that have been updated today are available in the website for many program activities.

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00:16:18.810 --> 00:16:27.720

Craig Turpie: And for first day trading provision, please do proactively advertise spaces on courses across your local network or if you hear of some.

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00:16:28.290 --> 00:16:34.740

Craig Turpie: Please do promote them and where you have spaces, please partner with neighboring districts and counties.

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00:16:35.370 --> 00:16:55.560

Craig Turpie: And there have been some great examples of this kind of creativity across the States and counties and areas and regions throughout the UK and, finally, on first aid if you do need any help then don't hesitate to contact firstly@scopes.org.uk and know over to the one and only matt tied.

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00:16:56.250 --> 00:17:03.030

Matt Hyde: What an introduction Thank you Craig, and so what else have you been up to well, you have all been very busy with the.

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00:17:03.570 --> 00:17:12.060

Matt Hyde: Youth a membership account or some people described as the mini census earlier, which is open at the moment for young people's numbers.

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00:17:12.780 --> 00:17:24.030

Matt Hyde: Data still coming in your know the deadlines, the 31st of October, please encourage people to complete it and have see the signs are looking good and you probably know this from your own numbers.

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00:17:24.720 --> 00:17:30.270

Matt Hyde: Good for strong growth, it certainly looking like a V shaped recovery as we come back.

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00:17:30.870 --> 00:17:40.080

Matt Hyde: face to face to regain where our numbers were before the pandemic world where are over 90% of pre pandemic youth numbers, which is a huge jump.

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00:17:40.470 --> 00:17:47.700

Matt Hyde: Your name from the January centers and indeed at the moment explorer youth numbers are already matching pre pandemic.

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00:17:48.660 --> 00:17:57.180

Matt Hyde: numbers which is really, really encouraging to see and we just thought it was worth just sort of reminding ourselves why we do what we do.

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00:17:57.930 --> 00:18:01.350

Matt Hyde: Because the reality is young people really, really do need us now.

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00:18:02.250 --> 00:18:12.120

Matt Hyde: i've just come off the back of the party conference circuit, which is always a joy, but what was interesting there was listening to what politicians and opinion formers.

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00:18:12.870 --> 00:18:24.120

Matt Hyde: were talking about, and they are concerned, like we're all concerned about the impact of the pandemic on young people's life chances so it's clearly impacted.

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00:18:24.960 --> 00:18:36.390

Matt Hyde: Many of their academic progression and they're really focused and worried about skills and the sort of lack of the need for catch up, have lost skills.

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00:18:37.140 --> 00:18:53.280

Matt Hyde: impact on young people's mental health and well being one in six young people now having a mental health problem or challenge, according to the NHS and, in addition to that rise of youth violence, particularly across county lines.

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00:18:54.300 --> 00:18:55.650

Matt Hyde: Tragically, you know drugs.

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00:18:56.850 --> 00:19:12.360

Matt Hyde: Running and grooming there and and the other thing we know is that the impact of the pandemic has been a very unequal in our across the country and so young people from low income backgrounds.

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00:19:13.560 --> 00:19:24.330

Matt Hyde: working class backgrounds black Asian minority ethnic communities have been hardest hit all the data shows this and and young people have really, really suffered so.

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00:19:24.900 --> 00:19:38.100

Matt Hyde: You know the message here is young people need scouts and probably more than than ever offer for decades, at least, and the good news I would say is the conversations i'm having with.

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00:19:39.030 --> 00:19:48.600

Matt Hyde: Politicians senior people and number 10 is that that's being the role of scouting is being recognized and scout is being seen as a solution to many of those.

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00:19:49.110 --> 00:20:04.740

Matt Hyde: challenges that young people are facing whether you're talking about leveling up or or even across the developed nations and the conversations that are happening there with devolved Nations headquarters with developed administration's we are.

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00:20:05.820 --> 00:20:10.710

Matt Hyde: encouraged by what we're hearing in terms of that recognition and.

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00:20:11.730 --> 00:20:16.650

Matt Hyde: Next week we might know a bit more because it's the comprehensive spending review on the 27th of October.

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00:20:18.690 --> 00:20:26.730

Matt Hyde: So we need but, but we need to work together to ensure that we have accurate data so that we know where to target support so.

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00:20:27.180 --> 00:20:42.180

Matt Hyde: that's why the headcount is so important, please look at the data, where sections have not started and understand if that section was do for closure or actually if a user mom was high and above.

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00:20:43.710 --> 00:20:52.260

Matt Hyde: There isn't the adult volunteers to get section going again, and please ask for the support where you need it and.

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00:20:52.740 --> 00:20:57.030

Matt Hyde: With that data and intelligence, I talked about some of the resources we've now got.

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00:20:57.450 --> 00:21:07.770

Matt Hyde: With with any additional funding, we can get in as well, we will absolutely seek to prioritize those sections that aren't restarting those communities that have been most affected.

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00:21:08.250 --> 00:21:20.070

Matt Hyde: By the pandemic and we know that the longer list goes on, the greater the risk of losing meeting spaces for sections not meeting and it becomes harder to get going again the more time that passes so.

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00:21:20.490 --> 00:21:35.310

Matt Hyde: And that's our focus and to get sections back up and running as soon as we can, where we have young people waiting for provision to reopen and then we'll target that that resource, whether that's through the regional services team in England or.

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00:21:36.450 --> 00:21:46.710

Matt Hyde: All of the equivalent support in in Wales, Scotland and Northern Ireland or additional results that we can pull in from the Center or or or external funding.

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00:21:47.880 --> 00:21:48.330

Matt Hyde: cj.

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00:21:49.830 --> 00:21:55.170

CJ Ledger: Thanks matt and just wanted to talk a little bit more about how we can how we're helping to.

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00:21:55.770 --> 00:22:06.330

CJ Ledger: grow our adult volunteers recruiting or adults finding more adult volunteers, because we know that we always need more and recruiting adults isn't something that that stops, but can be tricky and difficult.

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00:22:06.810 --> 00:22:11.640

CJ Ledger: And stating the obvious there, but the best recruitment happens at really local level.

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00:22:12.420 --> 00:22:21.090

CJ Ledger: Positive people having great conversations and providing a welcoming friendly atmosphere to a team that other people want want to be part of it works.

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00:22:21.450 --> 00:22:28.380

CJ Ledger: And, but we know that there's more we need to do to help you reach out and engage with other communities that aren't represented within scouts.

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00:22:28.770 --> 00:22:36.600

CJ Ledger: And and, in turn, that will help us become more diverse in a more inclusive movement and it's more representative of all the our communities.

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00:22:37.470 --> 00:22:46.920

CJ Ledger: There are promising signs and we've had a net net increase of almost 3000 more adults on campus since April say we're obviously.

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00:22:47.250 --> 00:22:54.390

CJ Ledger: doing something that's bringing them in so well done to everyone working hard and encouraging other parents and other volunteers to sign up.

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00:22:55.230 --> 00:23:01.890

CJ Ledger: I just wanted to recap, a little bit about some of the work we've been doing to support you and your local teams without an adult recruitment.

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00:23:02.490 --> 00:23:12.690

CJ Ledger: So we've done a lot of work to improve the information and guidance for all stages of the recruitment journey on the growing scouting pages of our website.

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00:23:13.560 --> 00:23:23.280

CJ Ledger: we've had lots and lots of people taking part in the ongoing webinars sessions which are being run by the rst but available for people across the UK and bridge scouts overseas.

147

00:23:23.520 --> 00:23:30.840

CJ Ledger: So it's great people are signing up to those that we've got more of those coming up, so I do encourage people to join for some really practical tips.

148

00:23:31.440 --> 00:23:49.650

CJ Ledger: The brand Center has loads of templates and recruitment materials to use for adult volunteers and for young people, and we are adding more today's as well and we've also updated the group Finder and volunteer joined forms on the domain scouts to audit UK website, which again well.

149

00:23:51.150 --> 00:24:00.810

CJ Ledger: Hopefully you remember the good for you campaign which we launched back in May and we've used that as a way of articulating the benefits of volunteering what's good for you.

150

00:24:01.200 --> 00:24:09.060

CJ Ledger: we've had some national media and social media marketing campaigns to support that and nationally we're going to be doing another push.

151

00:24:09.750 --> 00:24:17.520

CJ Ledger: Around the volunteering in the new year showcasing the benefits and linking in with the new year resolution time.

152

00:24:18.270 --> 00:24:30.480

CJ Ledger: we're going to just we're going to do a little bit more of a recruitment push around founders day in February really trying to get young people and adults to engage more with other people from other communities and we've also got plans.

153

00:24:30.930 --> 00:24:40.830

CJ Ledger: afoot to do another national push in April may time as well, so hopefully you'll see and feel that we're doing much more to support local scouting with this big challenge.

154

00:24:42.720 --> 00:24:51.660

CJ Ledger: Other support that we're looking to provide you with and his stuff we're doing to really support you, as our in our key leadership roles.

155

00:24:52.020 --> 00:25:00.750

CJ Ledger: across the UK and the different nations and been having conversations about what would work best, and so a couple of areas, I just wanted to pick up on.

156

00:25:01.410 --> 00:25:10.050

CJ Ledger: Firstly, around the information Center and we are looking at how we can improve this service, which is a critical support we provide all our volunteers.

157

00:25:10.530 --> 00:25:15.630

CJ Ledger: and you remember that jeter cave restrictions everyone had to move to work from home.

158

00:25:16.110 --> 00:25:26.820

CJ Ledger: Last spring, and we weren't really able to divert the phone system effectively, so we haven't had a phone number as a way for people to contact us we've continued to provide support.

159

00:25:27.210 --> 00:25:36.630

CJ Ledger: And inquiries through our online chat and Facebook messenger but we're now looking again at the best ways for our volunteers to contact us and to get support.

160

00:25:37.110 --> 00:25:45.630

CJ Ledger: And we're looking at how we can reintroduce a phone based service it's likely to be a call back scheduled.

161

00:25:46.530 --> 00:26:00.390

CJ Ledger: system we're just working through the details on that, but we are keen to reintroduce that as a channel and we're also going to be rolling out the use of what's up as a different way of helping people get in touch to compliment the online chat.

162

00:26:01.650 --> 00:26:06.210

CJ Ledger: you'll also probably remember that we've we changed the opening hours a couple of years ago.

163

00:26:06.690 --> 00:26:14.010

CJ Ledger: And since then we've been looking at when people contact us when people use the website when web chats being used and so again, we are looking at.

164

00:26:14.610 --> 00:26:24.060

CJ Ledger: Possibly extending our opening hours to better meet the needs of our volunteers and it's looking likely there will increase the hours into the evenings on Monday through until Thursday.

165

00:26:24.660 --> 00:26:36.660

CJ Ledger: there's lots of details we work through, but I wanted to give a district teams, especially their heads up that that's something we are taking seriously and we believe it's a really key way of supporting me.

166

00:26:38.430 --> 00:26:43.380

CJ Ledger: The other thing I just wanted to touch on briefly and again it's any any for the cause this evening is.

167

00:26:43.920 --> 00:26:49.710

CJ Ledger: Some of the other tailored support, we want to provide leadership and especially support roles at county and district levels.

168

00:26:50.130 --> 00:26:54.900

CJ Ledger: And over the past year we've run a wide range of different webinars and workshops.

169

00:26:55.440 --> 00:27:05.490

CJ Ledger: From a UK perspective, supporting the volunteer recruitment building safety and supporting and people with special needs programs support with our national section advisors all sorts of different things.

170

00:27:05.880 --> 00:27:13.050

CJ Ledger: And we'd like to have a more structured approach to the support webinars and workshops that provide you with practical help and support.

171

00:27:13.350 --> 00:27:20.460

CJ Ledger: and bringing together experts to share best practice answer specific questions that you and your your specialist teams might have.

172

00:27:21.360 --> 00:27:26.790

CJ Ledger: So i'm at the stage of ready just researching and understanding what's what what you'd like what's needed.

173

00:27:27.210 --> 00:27:33.150

CJ Ledger: And we're just going to have a quick poll to share some of the ideas that we've come up with it would be great to get your feedback.

174

00:27:33.540 --> 00:27:45.240

CJ Ledger: And I think you can vote for up to three of these topics, so if you could just give us an idea of if which, if any of these topics would be of interest to to you in the specialist areas and your team.

175

00:27:52.830 --> 00:27:53.310

CJ Ledger: just give you a.

176

00:27:54.660 --> 00:27:58.920

CJ Ledger: few more seconds, so you can finish reading those and choosing your top three.

177

00:28:08.370 --> 00:28:08.880

CJ Ledger: Okay.

178

00:28:10.980 --> 00:28:12.120

CJ Ledger: let's see the results.

179

00:28:14.130 --> 00:28:14.430

Much.

180

00:28:15.510 --> 00:28:24.030

CJ Ledger: say quite a range their volunteer recruitment unsurprisingly top of the list there and that's really, really helpful and I would really welcome other people's.

181

00:28:24.390 --> 00:28:28.980

CJ Ledger: ideas, these are any just some of some of the topics that people have come up with so far.

182

00:28:29.340 --> 00:28:36.240

CJ Ledger: And please do get in touch and share any ideas that you have for other topics and we'll share more information about our plans.

183

00:28:36.630 --> 00:28:46.920

CJ Ledger: In the New Year and but keen to make sure we've got a good range of different especially support webinars and workshops in place to support a specialist support roles are back to math I think.

184

00:28:48.420 --> 00:28:49.110

Matt Hyde: Indeed.

185

00:28:49.620 --> 00:28:54.360

Matt Hyde: And what else has been going on at the moment, well, hopefully, you have.

186

00:28:54.810 --> 00:29:06.900

Matt Hyde: Seen and felt the buzz around squirrels say you're seeing the huge surge of positivity as we launched squirrels the first.

187

00:29:07.530 --> 00:29:15.930

Matt Hyde: or second week of Sep tember now up and running, we had a target to open 300 new drugs by March actually.

188

00:29:16.380 --> 00:29:24.960

Matt Hyde: we've now had 300 over 300 requests in to open trades in communities, which is just fantastic and that joins the.

189

00:29:25.800 --> 00:29:39.180

Matt Hyde: The 312 join the 45 pilots and also the 85 days that already exist in Northern Ireland, I have to tell you I mentioned party conferences earlier wherever i've been with opinion formers, so people externally or.

190

00:29:39.930 --> 00:29:45.630

Matt Hyde: Politicians and the MIC, this is what they all wants to talk to me about, so I think he's gone down.

191

00:29:46.290 --> 00:29:51.810

Matt Hyde: it's been it's given people a boss locally and from the feedback i've heard and that we see on social media.

192

00:29:52.200 --> 00:29:59.940

Matt Hyde: And I think he's actually been a really, really positive story externally as well, now the rollout is phased.

193

00:30:00.390 --> 00:30:09.120

Matt Hyde: And we are, as you know, prioritizing those communities who have been hardest hit by the pandemic currently 40% of the groups that are opening.

194

00:30:09.510 --> 00:30:21.210

Matt Hyde: Are in what's called IMD 123 so the 30% most deprived ward's in the country, and I am D stands for indices and multiple deprivation, which is a government.

195

00:30:21.690 --> 00:30:33.390

Matt Hyde: measure and the similar measures in Scotland, Wales and Northern Ireland and the numbers will continue to grow as Members opt in over the coming months to open a dry.

196

00:30:33.840 --> 00:30:47.550

Matt Hyde: And we can keep accepting new request open rates, but please do everything you can to start to prioritize started provision in those communities lower income communities and where we can reach.

197

00:30:48.330 --> 00:31:05.790

Matt Hyde: Young young people from black Asian or minority ethnic backgrounds were were were significantly under represented in the movement and so that's really exciting and, as you know you sign up via your county stroke area stroke regional, Commissioner, and when the time is right for you.

198

00:31:11.340 --> 00:31:16.020

Carl Hankinson: Thanks man so let's um with that quite a bit of time just talking about.

199

00:31:17.190 --> 00:31:26.130

Carl Hankinson: Some of the support and some of the improvements that we're looking to offer i'd like to now just also talk a little bit more about somewhere that we're looking to recommend.

200

00:31:26.700 --> 00:31:38.580

Carl Hankinson: And I maybe through these next couple of slides and also through what Craig will then talk about maybe share some information or sharing, for the first time and and remembering that our.

201

00:31:39.540 --> 00:31:44.940

Carl Hankinson: Skills for our strategy that we created in 2018 which to work through to 2025.

202

00:31:45.780 --> 00:31:59.100

Carl Hankinson: quite a bit of this work was stopped as we went through pandemic to concentrate on on different priorities for good reasons, and it was right to as well, but now's the time for us to start looking at some of these some of these areas so.

203

00:31:59.640 --> 00:32:06.570

Carl Hankinson: We will celebrate and be thrilled with everything that we talked about with squirrels for good reasons.

204

00:32:06.960 --> 00:32:18.060

Carl Hankinson: But it is also time for us to look at our offer to 14 to 24 year olds explorer scouts and scout network those sections are 20 years old, next year, something to celebrate but.

205

00:32:18.660 --> 00:32:23.670

Carl Hankinson: But probably time to pause for thought, as was asked for by membership in our strategy.

206

00:32:24.030 --> 00:32:32.700

Carl Hankinson: To say you know, can this you know, is this is this office still right, what can we do so, no preconceived conclusions just simply that we're not going to put together a team.

207

00:32:33.150 --> 00:32:42.360

Carl Hankinson: To begin this word, we are also going to start again to look at what we were to be, to be precise, we will continue to be a uniform organization.

208

00:32:43.410 --> 00:32:56.130

Carl Hankinson: We need to explore what that means, and therefore look at what we were so again putting together a team that can concentrate on that area of work and.

209

00:32:57.060 --> 00:33:03.330

Carl Hankinson: we've had a long stated and continued ambition to ensure that our membership reflects UK society.

210

00:33:04.020 --> 00:33:12.480

Carl Hankinson: And in order to help us do that in over the last 12 months we've been working with an external consultant and we've just recently, this weekend actually.

211

00:33:13.080 --> 00:33:25.260

Carl Hankinson: On Saturday taken and received our race equity report which has been excellent, and really helpful and so we're right at this moment in time, just beginning to think about how we address.

212

00:33:25.710 --> 00:33:39.330

Carl Hankinson: Some of the conclusions that have been shared in that report from the work that's been done, and this, I mean this is really important to us if we want to ensure that scouts membership reflects UK society.

213

00:33:40.290 --> 00:33:44.790

Carl Hankinson: Then, this is our key area to work on and it's certainly something that myself.

214

00:33:45.330 --> 00:33:52.830

Carl Hankinson: And cj and Craig the rest of the UK leadership team matt and the executive leadership team, this is something we're committed to.

215

00:33:53.250 --> 00:33:59.670

Carl Hankinson: And you'll hear more about this next year we're not at the stage of conclusion just simply beginning to think through how we address this.

216

00:34:00.540 --> 00:34:11.280

Carl Hankinson: But we are, we will talk about this more to membership, next year, to ensure that scouts continues and will reflect the membership of UK society so at the moment our membership doesn't.

217

00:34:11.730 --> 00:34:21.060

Carl Hankinson: So who wants to say just a little bit more about the work that we've been doing previously and now continue to do around transforming our our volunteer experience now.

218

00:34:21.960 --> 00:34:33.420

Carl Hankinson: Remembering, if I may, that much as there is work around how we welcome people in scouts you know that hold that traction and recruitment and appointments currently but actually.

219

00:34:33.750 --> 00:34:47.400

Carl Hankinson: The word that we talk around welcoming volunteers in scouts and we've also we're also advancing our work on learning transforming from training through to learning and the tools and the support that we need for that their key areas.

220

00:34:48.030 --> 00:34:54.480

Carl Hankinson: Of this word, but I think it's important this evening that we also remind ourselves that it's more substantial than this.

221

00:34:54.840 --> 00:35:05.010

Carl Hankinson: it's fundamentally about the roles that we have you know how we volunteer locally in teams that work directly with young people, the teams that support them.

222

00:35:05.670 --> 00:35:12.390

Carl Hankinson: The leadership teams around them and then taking a step back and thinking about the governance that we need to put around that to make sure that scouts.

223

00:35:12.720 --> 00:35:19.950

Carl Hankinson: works well, is compliant to UK society's demands and also works very well and people feel supported.

224

00:35:20.760 --> 00:35:33.180

Carl Hankinson: This is fundamental, indeed us tonight we're called Commissioners, I mean what a term from a different era, you know all of this to be looked at, to make sure that the volunteering experience in scouts is fresh.

225

00:35:33.900 --> 00:35:48.600

Carl Hankinson: And it's fit for the 21st century, that is something that we can enjoy and that therefore means that we need to simplify some of our processes through this work, and it also means that we need to provide digital tools.

226

00:35:49.230 --> 00:35:58.020

Carl Hankinson: To enable us to work more efficiently, and that will require us to replace compass, and so.

227

00:35:59.520 --> 00:36:03.960

Carl Hankinson: we'll hear more about this through 2022 and the detail.

228

00:36:04.770 --> 00:36:14.700

Carl Hankinson: The logistics, the work that we're doing importantly can ask for a plea to you when we're talking to our teams about this, because this is, you know public information we're sharing this evening.

229

00:36:15.300 --> 00:36:21.450

Carl Hankinson: it's really keen on reading courage you to talk about how we transform the experience of volunteering with the scouts.

230

00:36:22.500 --> 00:36:31.920

Carl Hankinson: And i'm not saying in shorthand own we're replacing compass, that would be a misunderstanding of the opportunity that we have here.

231

00:36:32.970 --> 00:36:38.820

Carl Hankinson: For how we work together and how we enjoy volunteered here and the support that we need, including those digital tools.

232

00:36:39.180 --> 00:36:49.320

Carl Hankinson: For collateral your help in the way that you share that information communicate with your membership that would be hugely helpful Thank you Craig take us through the next couple of slides.

233

00:36:50.400 --> 00:36:55.980

Craig Turpie: Thanks Carl you've just been sharing some info there on how we make.

234

00:36:55.980 --> 00:36:56.820

Carl Hankinson: The volunteering.

235

00:36:57.270 --> 00:37:09.810

Craig Turpie: Experience better and as part of a new and improved volunteer experience we really want to build new functionality to do things more easily online, as well as making existing stuff better.

236

00:37:10.560 --> 00:37:18.480

Craig Turpie: Now, at this point it's relevant to give a quick update around our plans and intentions to work with osm.

237

00:37:19.290 --> 00:37:27.450

Craig Turpie: Alongside and you said of digital tools and solutions to transform the administration of adult data and the associated admin tasks.

238

00:37:27.840 --> 00:37:41.550

Craig Turpie: we're also seeking to provide a national digital solution for youth Member data management to help adults manage sections and support sections, to which all sections will be expected to use.

239

00:37:42.690 --> 00:37:53.760

Craig Turpie: and pleased to say that we've agreed terms, subject to the final contract and legals to work with online youth manager, to provide online scope manager as their tool.

240

00:37:54.150 --> 00:38:05.850

Craig Turpie: for youth Member data management throughout the movement it whilst to be finalized it's worth noting that a proportion of the cost of providing osm will be born by headquarters.

241

00:38:06.690 --> 00:38:15.990

Craig Turpie: we're going to begin discovering things to to work through with you to understand how osm is currently use building on a lot of what we already know.

242

00:38:16.800 --> 00:38:25.350

Craig Turpie: How we can improve it, and when we do move to national license model, how we can make your local data and privacy management easier.

243

00:38:25.950 --> 00:38:38.850

Craig Turpie: Plus, importantly, how we can best support you to manage this transition it's really important to us that we work with you and the team that online youth manager to get this right.

244

00:38:39.990 --> 00:38:49.050

Craig Turpie: However, it is vitally important to stress that the memberships current relationship with all I am should remain as it is no.

245

00:38:49.650 --> 00:39:02.100

Craig Turpie: Until we have taken the time to work through the next phase and agreed with a team that away and who will transition, so please don't do anything until you hear otherwise.

246

00:39:03.420 --> 00:39:13.530

Craig Turpie: We hope that you'll agree that this is a hugely exciting step no digital journey and will hopefully make things a little easier for everyone next slide please.

247

00:39:16.230 --> 00:39:23.340

Craig Turpie: Now, a lot of what we've just talked about are all it is progress that have been on the agenda since 2013.

248

00:39:23.970 --> 00:39:32.160

Craig Turpie: However, as you're more than well aware, things have been slow down over the last 18 months as we pivoted to respond to the pandemic.

249

00:39:32.910 --> 00:39:41.850

Craig Turpie: The good news is that we're picking things back up at pace and thinking about the phasing and framework and how we progress and implement.

250

00:39:42.360 --> 00:39:54.000

Craig Turpie: Many of these improvements and changes locally over the next two years, this roadmap on the screen, it gives a picture of how we see this work moving forward in the coming years.

251

00:39:54.660 --> 00:40:04.410

Craig Turpie: Now, importantly, everything going here does have an impact locally, but in purple you can see, the key moments when there will be action needed locally.

252

00:40:04.980 --> 00:40:18.810

Craig Turpie: But in black, you can see activity that may be happening in the background, with optional participation to feedback test and help shape plans or nationally driven work like identifying our next chief scope.

253

00:40:19.950 --> 00:40:30.900

Craig Turpie: My role is particularly focused and how we phase and plan, all of this, so that it feels manageable, because we know that you want this to be manageable.

254

00:40:31.320 --> 00:40:40.290

Craig Turpie: And i'm going to be working closely with UK and country leadership teams to endeavor to sequence things in a way that is steady.

255

00:40:40.830 --> 00:40:47.760

Craig Turpie: And will land well and positively with Members, we really don't want there to be any surprises for you.

256

00:40:48.240 --> 00:40:57.900

Craig Turpie: And like today's call, we want to share as much as we possibly can, on plans and decisions that are being made as early as we possibly can.

257

00:40:58.830 --> 00:41:09.510

Craig Turpie: So we will be using future goals to keep you all updated and just so you're aware, we will be looking to meet with your county Commissioners and some of the teams.

258

00:41:09.840 --> 00:41:27.150

Craig Turpie: In me next year to unpack some of this to get their views and then puts direct to so that they are best place to support you in the work that you do I can't help but think what a hugely exciting time for all of us lots to think about and know over to Ross.

259

00:41:28.830 --> 00:41:30.270

Ross Maloney, The Scouts: brilliant thanks very much Craig.

260

00:41:30.660 --> 00:41:35.670

Ross Maloney, The Scouts: Well isn't it really exciting to hear what's been going on, and I feel, with no turned a bit of a corner.

261

00:41:35.790 --> 00:41:42.810

Ross Maloney, The Scouts: And all of the reflections we've been hearing we've been having about just demonstrates the great positive energy there is out there and.

262

00:41:43.200 --> 00:41:53.460

Ross Maloney, The Scouts: Particularly focusing that positive energy on getting people back into section meetings, after the difficult time they've had so let's really harness harness and enhance that.

263

00:41:53.760 --> 00:42:00.270

Ross Maloney, The Scouts: positive energy that we've we're seeing to power, the whole team to make sure we're delivering building experiences for young people.

264

00:42:01.500 --> 00:42:03.990

Ross Maloney, The Scouts: As you've heard and there's lots of exciting things coming up.

265

00:42:05.010 --> 00:42:13.230

Ross Maloney, The Scouts: Coming up and are on the horizon, and the reason we want to make sure you are aware of all those is so you've got a sense of the things that we were going to start working on.

266

00:42:13.440 --> 00:42:22.650

Ross Maloney, The Scouts: A particular thing that you've been telling us about causing you some challenges that you think just make things a bit easier to enable adults to deliver brilliant scouting at the young people.

267

00:42:23.310 --> 00:42:33.060

Ross Maloney, The Scouts: are focused right now really needs to be on making sure we're providing both bring opportunities in a safe and exciting way out for young people to make sure they get back into scouting and we unlock.

268

00:42:33.420 --> 00:42:42.780

Ross Maloney, The Scouts: The skills experiences that they need most right now and as ever we're here to support you, the whole team, a whole has been focused on what you've had this evening has been focused on.

269

00:42:43.200 --> 00:42:49.650

Ross Maloney, The Scouts: Supporting you and in your key roles that you play in supporting our volunteers to deliver great scouting.

270

00:42:50.130 --> 00:43:01.260

Ross Maloney, The Scouts: And it's really important that we're here and we're listening and, therefore, when we get things right, let us know when they don't get things quite right again, let us know and we'll do our very best to make the difference to make it a bit better for you.

271

00:43:02.550 --> 00:43:10.980

Ross Maloney, The Scouts: Now as as customer on these goals we've got our range of questions that you've really helpful have been submitting at to us and i'm going to ask the panel to.

272

00:43:12.360 --> 00:43:17.400

Ross Maloney, The Scouts: respond to some of those so i'm going to start with a question for.

273

00:43:19.140 --> 00:43:32.640

Ross Maloney, The Scouts: For car around from Stephen we're obviously keen to get back together and many of our groups have been back together for a long time or your feelings about the fact and then use the the core with 19 has not gone the way has not gone away and it's being spent by your people.

274

00:43:34.410 --> 00:43:41.280

Carl Hankinson: Stephen Thank you right, I mean we, like you, we we watch the news and the information very carefully.

275

00:43:41.880 --> 00:43:52.890

Carl Hankinson: And that and, therefore, much as we have the desire to get people meeting face to face, and we want to continue to encourage that of course we may change that guidance if we need to based on government information.

276

00:43:53.310 --> 00:43:59.160

Carl Hankinson: And also being conscious of the guidance that's offered in different developed nations as well, because that can be quite different.

277

00:43:59.430 --> 00:44:15.570

Carl Hankinson: And so, will rely on begins and governance and also the channels that were formed over the last 18 months, so if we need to, we need to change that information with you, we will do, but it would be carefully thought out and consistent with the information that we receive.

278

00:44:16.890 --> 00:44:24.870

Ross Maloney, The Scouts: Great thanks Carla several colleges, you asked a similar question, I hope that responsible Carl helps respond to the question that you've helped fast us at two.

279

00:44:25.590 --> 00:44:30.840

Ross Maloney, The Scouts: o'clock come to Craig now for question from Francis some people find it very difficult to access training online.

280

00:44:31.230 --> 00:44:39.210

Ross Maloney, The Scouts: They don't have Internet at home or only have a smartphone and no other technology or are you going to do to provide accessible training for them, we need some face to face training.

281

00:44:40.800 --> 00:44:49.530

Craig Turpie: So great question Francis and have been made aware in recent weeks of challenges like this being experienced in different places where.

282

00:44:49.980 --> 00:45:09.720

Craig Turpie: And emphasis is on pushing people to online trading, but we do have out there, a number of our volunteers who either don't have access or struggle in terms of using some of our digital tools, but what i've been heartened to hear some of the innovative examples of districts.

283

00:45:09.810 --> 00:45:19.560

Craig Turpie: beginning to come back to some face to face training, either in their district Center or other facility, where they are providing equipment.

284

00:45:20.130 --> 00:45:31.500

Craig Turpie: And, providing that kind of hand holding, if you like, to take people through some of the training, so they don't feel, and they are missing out, so I think my encouragement, would be to.

285

00:45:32.310 --> 00:45:45.360

Craig Turpie: Look at what you could possibly do creatively and to provide that space for people to come together to do the training, because as you've highlighted, there are a number of people out there who.

286

00:45:45.810 --> 00:46:00.780

Craig Turpie: do not have access to the Internet, they don't have devices and, but they do still want to continue their skating with us, so I might encourage Minh would be to think creatively on how we can make that happen for them.

287

00:46:02.010 --> 00:46:03.690

Ross Maloney, The Scouts: Great thanks very much great super.

288

00:46:04.170 --> 00:46:06.480

Ross Maloney, The Scouts: cj like up to you for a question from Alan.

289

00:46:06.840 --> 00:46:08.970

Ross Maloney, The Scouts: Is there any news on the uniform review.

290

00:46:11.310 --> 00:46:16.680

CJ Ledger: and great question so as Carl mentioned, we will be starting up our review about what we were.

291

00:46:17.010 --> 00:46:23.970

CJ Ledger: and continuing our commitment to be unified organization say some people may remember a couple years ago we did quite well.

292

00:46:24.300 --> 00:46:32.580

CJ Ledger: There was a quite long big survey that we asked and had thousands and thousands of responses T and health focus groups with young people and people not in scouting.

293

00:46:32.970 --> 00:46:41.400

CJ Ledger: All of that insight and data is still really helpful for us and we're not planning on repeating that and, at the moment after the pause due to the.

294

00:46:41.790 --> 00:46:49.740

CJ Ledger: height of the pandemic i'd be working with clarion the team to to reboot restart couple of their perception projects, including their review of what we were.

295

00:46:50.250 --> 00:46:57.360

CJ Ledger: and, hopefully, in the next few weeks you'll start seeing some roles being advertised to asking for people to get involved as members of the project group.

296

00:46:57.750 --> 00:47:03.180

CJ Ledger: And, and then really starting the work in earnest in the new year, what I will say is.

297

00:47:03.630 --> 00:47:16.200

CJ Ledger: reviewing our uniform and what we were is a very long process, the production timelines involved are long and drawn out as well as sign off and testing so, even though we were hoping to start the working in the next couple of months.

298

00:47:16.950 --> 00:47:27.630

CJ Ledger: Any changes to the uniform won't actually be announced or come three for several years and so no need to change what you're doing at the moment, and for that.

299

00:47:28.890 --> 00:47:30.480

Ross Maloney, The Scouts: super thanks very much cj.

300

00:47:30.840 --> 00:47:36.600

Ross Maloney, The Scouts: And chloe can I come to you for a question or two questions i'm going to combine one from Matthew who starts the recruitment seven hours.

301

00:47:36.930 --> 00:47:42.510

Ross Maloney, The Scouts: have been really good at helping with recruitment and group level will there be more sessions that target recommended district level.

302

00:47:42.930 --> 00:47:52.140

Ross Maloney, The Scouts: And from Mike where we expect to get the times, your recruitment and fully occupied and don't have time to devote to recruitment, which I know is needed locally all ideas welcome.

303

00:47:55.980 --> 00:48:03.420

Chloe Kembery: And thank you for both these questions and i'm sure there are quite a few people behave it'd be really useful to to find out more on this tea.

304

00:48:03.720 --> 00:48:14.970

Chloe Kembery: So, in terms of the rst webinars delighted to hear that being useful and you found them good we did have some plans to do some content around district level recruitment.

305

00:48:15.810 --> 00:48:23.640

Chloe Kembery: So keep an eye on the slash events page on scouts at all when all of the webinars do get listed and we do also reshare them through social.

306

00:48:24.540 --> 00:48:34.890

Chloe Kembery: And in the Member and in the managers emails as well, and also as part of the kind of ongoing work we're doing to support that we're trying to.

307

00:48:35.220 --> 00:48:53.310

Chloe Kembery: pull out from from our case studies as well, so that we can share sort of district to district what's what's worked well, so that's part of the planty in terms of type of recruitment, I mean as as Carl and everyone said, like totally appreciate that there's so much to get done right now.

308

00:48:54.330 --> 00:49:01.590

Chloe Kembery: And if if you're going to be speaking to Dr thousand your districts and it's possible to include motivating and.

309

00:49:02.760 --> 00:49:11.340

Chloe Kembery: Encouraging them cheerleading them in the kinds of steps they need to be doing to do recruitment just integrating it into the sort of the updates that you're doing.

310

00:49:12.510 --> 00:49:26.640

Chloe Kembery: can really help push the Needle, on what we're seeing at the national level, where we can make a lot of noise and we can get people to the website and we can get people to submit forms, but unless there's that welcoming.

311

00:49:28.140 --> 00:49:36.090

Chloe Kembery: reception for new potential volunteers when they walk in the door of a local meeting place and it tends to go awry.

312

00:49:37.500 --> 00:49:43.620

Chloe Kembery: Again, I completely appreciate is it's a big list of things to do at the moment, and thank you so much for your day.

313

00:49:45.720 --> 00:49:46.710

Ross Maloney, The Scouts: Thanks, very much for that.

314

00:49:47.520 --> 00:49:54.810

Ross Maloney, The Scouts: Car car come to you for a question important topic which is exercising our minds the moment, how can we promote raise equity and get the message out there.

315

00:49:55.290 --> 00:50:08.130

Ross Maloney, The Scouts: That we are not a white male movement when we've just appointed an all white predominately male UK leadership team acknowledging yourself as a respected advisor but with the pillar of perception is that good enough so it's a negative.

316

00:50:09.600 --> 00:50:18.570

Carl Hankinson: Thanks, for us, I look for first day and I saw this in the in the Q amp a from from anonymous and so just to say, to be honest you're not sounding negative at all.

317

00:50:19.680 --> 00:50:22.530

Carl Hankinson: And i'm really glad that you've asked the question, I think that.

318

00:50:24.060 --> 00:50:30.030

Carl Hankinson: it's important that we talk about this, you know as district Commissioners and district chair similar county Commissioners.

319

00:50:30.300 --> 00:50:39.390

Carl Hankinson: You know, we are the key leadership of this organization and if we don't feel that between ourselves, we can talk about this stuff we're really going to struggle so it's not negative.

320

00:50:39.810 --> 00:50:46.770

Carl Hankinson: Well done, processing, something that you think is difficult, secondly talk about UK leadership team for a moment.

321

00:50:47.370 --> 00:50:56.970

Carl Hankinson: And incredibly proud of all the individuals on those are really talented team, you should feel well that well supported, but you're spot on right.

322

00:50:57.630 --> 00:51:07.380

Carl Hankinson: When you look at it through the lens of race, equity, that it doesn't it isn't a team that would reflect UK society and the ambition that we have and where we need to be.

323

00:51:08.220 --> 00:51:18.660

Carl Hankinson: So, in many ways it is testament to the challenge that we have ahead of ourselves, and you have to start somewhere and actually.

324

00:51:19.770 --> 00:51:30.390

Carl Hankinson: And then use if you know we talked about this use if an eye that uses role is an example of things that can be done, I just could not consider.

325

00:51:31.110 --> 00:51:43.710

Carl Hankinson: appointing an all white T that that's the top and bottom on there, it just wasn't something that I could accept to myself in this role and, therefore, if you do not.

326

00:51:44.490 --> 00:51:49.860

Carl Hankinson: Get candidates coming through a process for the roles that you have advertised in your team.

327

00:51:50.490 --> 00:51:56.670

Carl Hankinson: Then you need to think differently and create a different opportunity to have that diverse voice around the table.

328

00:51:57.300 --> 00:52:00.960

Carl Hankinson: And and that's what we've done and we're right at the start of this and actually.

329

00:52:01.440 --> 00:52:08.100

Carl Hankinson: we've got another couple of roles that we're going to need to recruit to you know cj is going to replace yourself as UK commissioner for perception.

330

00:52:08.730 --> 00:52:18.840

Carl Hankinson: hollywood's term as our youth Commission finishes next September in January we will we will be advertising for all these replacement so that provides to further opportunities.

331

00:52:19.350 --> 00:52:32.310

Carl Hankinson: And, as I said earlier, and the we've just taken the report within that report, a couple of the recommendations would be around role models and just thinking differently around how we create our teams.

332

00:52:32.940 --> 00:52:41.220

Carl Hankinson: And that's what we would be to do we have excellent and talented volunteers in the scouts currently as we sit here this evening.

333

00:52:42.240 --> 00:52:52.800

Carl Hankinson: people that are from diverse backgrounds, what we need to do is encourage those volunteers to come forward and help shape the future of scouts and help lead scouts so.

334

00:52:53.850 --> 00:53:07.380

Carl Hankinson: We haven't got all the answers in a special cupboard somewhere, we will feel through this topic together ourselves and that's just trying to give you some insight as to what's on my mind and where we are.

335

00:53:09.420 --> 00:53:11.130

Ross Maloney, The Scouts: So thanks, very much for that call.

336

00:53:12.270 --> 00:53:15.180

Ross Maloney, The Scouts: And can I come to.

337

00:53:15.240 --> 00:53:19.410

Ross Maloney, The Scouts: cj for a question from Jamie what are you going to simplify the.

338

00:53:19.470 --> 00:53:29.820

Ross Maloney, The Scouts: Other awards and recognition system, the current system, insists on a minimum of 10 years for a medal toward and more, this is very motivating to all central volunteers.

339

00:53:31.590 --> 00:53:37.350

CJ Ledger: And it's a great question and one that we will be looking at as part of that overall approach to reviewing and.

340

00:53:37.590 --> 00:53:48.150

CJ Ledger: improving our volunteer experience I think what I would say, is it absolutely is critical that we do everything we can to to recognize and reward our our existing volunteers and say thank you.

341

00:53:49.230 --> 00:53:57.660

CJ Ledger: And so, was it will take us a bit of time to work through the current and sort of national Ward structure, say, with the word for merits and the silver acorn civil war.

342

00:53:58.260 --> 00:54:08.250

CJ Ledger: And things and we've had made some changes to make them easier to access districts in a county level and it will be a while before you start seeing changes to that.

343

00:54:08.670 --> 00:54:18.540

CJ Ledger: And, but we have introduced the Commissioners commendation a few years ago, and so I would encourage you to use that i'd also encourage i've got a stack of Thank you cards that I send out to people.

344

00:54:19.230 --> 00:54:28.110

CJ Ledger: And I know other districts and counties have invented their own awards which they use as a way of saying thank you particularly for volunteers who are.

345

00:54:28.890 --> 00:54:45.060

CJ Ledger: newer to scouts and we're looking at how we could use good for you next year again, to celebrate and recognize our newer volunteers and so there's a lot a lot, we need to do we know that and by encouraging to see what you can and think creatively and T.

346

00:54:45.600 --> 00:54:48.630

CJ Ledger: And in addition to the existing awards we've got.

347

00:54:51.060 --> 00:54:58.290

Ross Maloney, The Scouts: Thanks very much the degree, Carl icahn to you for a question a couple of questions from Nigel which you might be helpful, just to get a sense of.

348

00:54:58.680 --> 00:55:12.330

Ross Maloney, The Scouts: Through the volunteer experience lens I will likely to adopt or sm for all idle data management, as well as our youth data Roland compass Mark two and are we planning to adopt the learning management system, separate from campus.

349

00:55:13.980 --> 00:55:21.420

Carl Hankinson: Thanks now Joe for the questions as well, great question so firstly to first question now we wouldn't look to adopt.

350

00:55:22.470 --> 00:55:35.730

Carl Hankinson: osm for for adult data, and when we Nigel just just for the purposes tonight when we get to the stage of talking more openly about this and it's not that it's a secret but we're just taking this in step, one of the.

351

00:55:36.510 --> 00:55:47.610

Carl Hankinson: One of the explanations we'll talk about is is why we've taken that decision okay so so rather than you know drift into what is quite a lot of detail just now hope you'll just.

352

00:55:48.120 --> 00:56:00.600

Carl Hankinson: You know indulge me recognize that we'll we'll we'll get into that but no we're definitely not looking to use osm for adult data and a couple of questions around learning that Ross touched on and.

353

00:56:01.770 --> 00:56:09.450

Carl Hankinson: What I would just say now that might help is that when we're looking to replace compass compass won't be replaced by one thing.

354

00:56:11.100 --> 00:56:22.080

Carl Hankinson: people that have knowledge of digital technology this evening will know that there's all sorts of opportunities available to us now that weren't available in 2009 when the scouts made that decision.

355

00:56:22.740 --> 00:56:32.160

Carl Hankinson: And therefore, for ourselves as users, we should see this as seamless login on to our profile on scouts to org.uk.

356

00:56:32.700 --> 00:56:38.340

Carl Hankinson: And then we can do what we need to do that's not where we are now is it, but that would be our ambition.

357

00:56:38.730 --> 00:56:48.480

Carl Hankinson: But behind there will be a range of different digital tools that will talk to each other and work well together, so we provide seamless experience for us.

358

00:56:49.230 --> 00:56:58.110

Carl Hankinson: So, again, I appreciate that that will be you know, a subject that people want to ask lots of questions about, but as a concept, this evening, try to.

359

00:56:58.920 --> 00:57:04.320

Carl Hankinson: You know, try to convey that and Ross, if I may just to say it's i've seen a couple of questions around.

360

00:57:05.100 --> 00:57:09.660

Carl Hankinson: Updating learning and it points to what cj says about awards remembering the volunteer.

361

00:57:10.140 --> 00:57:18.090

Carl Hankinson: Experience work we're doing this is looking at everything, so we will look at recognition as well, that is work that's commencing now.

362

00:57:18.390 --> 00:57:25.620

Carl Hankinson: Training to learning doesn't just mean changing your name it's really looking at the providing a service of learning.

363

00:57:26.100 --> 00:57:34.290

Carl Hankinson: and learning a learning experience system is looking to be procured as well support that so it's not just simply consuming the learning.

364

00:57:35.010 --> 00:57:47.460

Carl Hankinson: But it's all the other experience around that as well, not just for the learner but for the organization so there's there's lots of detail to be thought through here lots of detail, but this is substantial and transformation.

365

00:57:48.990 --> 00:57:53.370

Ross Maloney, The Scouts: They can actually match got time for two more questions I don't have that car to wrap us up for this evening first.

366

00:57:54.240 --> 00:58:05.490

Ross Maloney, The Scouts: it's a qualification from negative when I asked Craig at all for next thing we are told by HQ the module one second so you've got an online only craig's answer the opposite, please, we have some classic.

367

00:58:07.380 --> 00:58:14.880

Craig Turpie: Thanks Ross and very happy to clarify Nick what I was suggesting earlier, is that, where there are.

368

00:58:15.390 --> 00:58:24.930

Craig Turpie: Individuals who are yet to complete live trading, but where they do not have access to the Internet or do not have the technology.

369

00:58:25.500 --> 00:58:36.780

Craig Turpie: And or at struggle in terms of digital literacy that some of the innovative approaches that we've seen that we're at teams have provided space say at.

370

00:58:37.500 --> 00:58:47.430

Craig Turpie: district scope Center or scope whole of an afternoon or evening and depending on a time that suits the individuals themselves.

371

00:58:47.820 --> 00:58:57.600

Craig Turpie: really come together and they are supported in taking that online course and so it's not about seeing that there is an offline equivalent is about.

372

00:58:58.050 --> 00:59:08.790

Craig Turpie: digitally assisted support to help take people who struggle with the online courses to take them through those in a digitally assisted, we hope that clarifies.

373

00:59:09.990 --> 00:59:11.400

Ross Maloney, The Scouts: brilliant thanks very much.

374

00:59:13.350 --> 00:59:28.530

Ross Maloney, The Scouts: For that Craig mack I come to you for a question and in relation to the sale of female High so from an attendee will any of the money raised from the sale of being behind find its way down to groups, and we have grants, except for capital projects.

375

00:59:31.080 --> 00:59:42.030

Matt Hyde: To the board met this weekend, with the UK leadership team and there's kind of three broad principles we're looking at when we get to the celebrated perhaps the first one is about.

376

00:59:43.980 --> 00:59:48.330

Matt Hyde: Laying strong foundation, so you can only sell an asset once.

377

00:59:49.560 --> 00:59:53.220

Matt Hyde: We were very conscious of that when we took the decision and therefore.

378

00:59:53.250 --> 01:00:03.270

Matt Hyde: The the board of take the decision to increase the reserves from six months to 12 months operating costs because you wouldn't have a Biden powerhouse to fall back on in the future.

379

01:00:03.870 --> 01:00:14.550

Matt Hyde: And also deal with other aspects, like there's a deficit, but they're not defined benefit pension scheme there's deficits we've got to pay for nationally, this year, and probably next year as well.

380

01:00:15.690 --> 01:00:19.680

Matt Hyde: And so that's the first chunk of funding the second chunk of funding.

381

01:00:20.670 --> 01:00:29.250

Matt Hyde: Will out of these in reverse order, the second round of funding is around skills for life, let me talk about that in a minute, and then the third is about.

382

01:00:29.550 --> 01:00:38.220

Matt Hyde: Where there's targeted investment to ensure you get a commercial returns, so we can reduce our reliance on membership fees in the future we just talked about the second one.

383

01:00:39.180 --> 01:00:52.920

Matt Hyde: we've set aside an indicative amount of money to drive forward the skills for life strategy and pitch, with a particular focus on but targeting resource in terms of.

384

01:00:54.360 --> 01:01:02.130

Matt Hyde: How are we going to ensure sustainable growth and how we can ensure that those communities most impacted by the pandemic.

385

01:01:02.520 --> 01:01:11.040

Matt Hyde: are able to recover and we're there to support young people now and where they are that works going to start in what it starting now but it or.

386

01:01:11.520 --> 01:01:23.760

Matt Hyde: they'll be Florida discussions on it, and in the early part of 2022 as we see where we're at in terms of numbers, see where we're at in terms of the the impact of the pandemic.

387

01:01:24.750 --> 01:01:29.880

Matt Hyde: And then what are going to be the most significant interventions that's going to drive sustainable growth.

388

01:01:30.300 --> 01:01:51.360

Matt Hyde: Now it's possible that, within the context of that would look at local capital, but when you've got seven 7000 plus groups, you could spend the money very quickly with not the impact that we necessarily would want to achieve, however, certainly in terms of groups in England.

389

01:01:53.250 --> 01:01:59.730

Matt Hyde: We think there might be opportunities coming up, possibly in terms of government funding i've talked about this before.

390

01:02:00.390 --> 01:02:10.560

Matt Hyde: I think that will become clear, after the 27th of October, and so, so I think we're going to will consult on it will talking to people about it.

391

01:02:11.400 --> 01:02:28.470

Matt Hyde: But ultimately it's about how do you ensure that you get a ensure sustainable growth in the movement and set us up for the next 10 1520 years, and not just fritter the money away because absolutely that's our commitment to the to the movement as well.

392

01:02:30.000 --> 01:02:34.530

Ross Maloney, The Scouts: brilliant thanks, very much for that matter, and just to see i'm sorry i've been able to respond to all your questions tonight.

393

01:02:34.800 --> 01:02:44.340

Ross Maloney, The Scouts: Please be assured that we assured that we do read all the questions so thanks for the feedback you've offered in in asking those questions call over to show episode.

394

01:02:46.140 --> 01:02:56.880

Carl Hankinson: Thanks for Austin is a couple of comments want to make before I just get to thanks as well, I mean, yes, and please keep asking questions, whether it be on these webinars or contact us separately, I mean our fundamental role is one of support you know.

395

01:02:57.480 --> 01:03:07.290

Carl Hankinson: Where you know we're here to support you and we all, we all have local contacts or volunteer locally so there's many ways it was getting feedback.

396

01:03:07.920 --> 01:03:11.880

Carl Hankinson: If if things aren't going as well, could be rest assured, on that and.

397

01:03:12.690 --> 01:03:24.750

Carl Hankinson: Just also point, if I can to the chat box or we could talk a lot tonight about the volunteer experience him and he's very helpfully just put the link in there, too, for people that you can look at some of the testing.

398

01:03:25.620 --> 01:03:30.810

Carl Hankinson: For the volunteer experience that we're looking for feedback on all of all of the work that that team are doing.

399

01:03:32.160 --> 01:03:37.650

Carl Hankinson: And sometimes the piloting some time for testing as part of the concept right across the UK.

400

01:03:38.040 --> 01:03:46.260

Carl Hankinson: And discreetly it's very deliberate, I might add, to make sure that we were spoken to volunteers in England, Scotland, Northern Ireland, Wales, British scouting overseas.

401

01:03:46.560 --> 01:03:50.730

Carl Hankinson: Making sure we spoken to people who scout rural or urban communities.

402

01:03:51.120 --> 01:03:59.550

Carl Hankinson: In in areas of deprivation, etc, we really quite clear to make sure that these things are going well, so we We need your help, or your team's help.

403

01:03:59.820 --> 01:04:03.300

Carl Hankinson: And certainly point your teams to that as well, we would appreciate that.

404

01:04:03.720 --> 01:04:12.450

Carl Hankinson: She also just say about these webinars and through the month of November, certainly for ourselves as a team and cj Craig myself, you can be shifting when you.

405

01:04:12.780 --> 01:04:21.030

Carl Hankinson: Know number of experienced colleagues have transferred across routine UK but a lot of the new as well, so we're we're learning and getting ourselves organized and as part of that.

406

01:04:21.600 --> 01:04:33.570

Carl Hankinson: We will, through November set the dates and share them with you for these webinars for all of 2022 we know it's it's important that you have those dates and you can always listen back on record a lot of people like to join.

407

01:04:34.350 --> 01:04:38.460

Carl Hankinson: live, and so they can ask questions and being involved in that, so we will share those with you.

408

01:04:39.570 --> 01:04:42.840

Carl Hankinson: So you so you help them as well, we know that that's important to you in your planning.

409

01:04:43.530 --> 01:04:58.710

Carl Hankinson: Can I just think on your behalf, and the team that are here this evening, the panel that have spoken, also to chloe and Chris who have made themselves available to answer questions which issues to help you haven't seen on video tonight him on in Tom.

410

01:04:59.550 --> 01:05:05.670

Carl Hankinson: From our comms team just say to say on behalf of all of us would be lost without that they organize.

411

01:05:06.210 --> 01:05:21.780

Carl Hankinson: organize this and it takes ages so Mr Tom on our behalf, thank you very much for putting together the slide the organization helping us with prompts and information we need, so we can we know we can do a good job for people to that we're grateful for that and.

412

01:05:23.100 --> 01:05:32.220

Carl Hankinson: Also, just yourselves as well, I mean look when we've not met, it always sounds, but it could be hollow not authentic to say thank you.

413

01:05:33.570 --> 01:05:42.060

Carl Hankinson: And, but but but it's not really you know we we recognize that all of us have been tested in our personal lives over the last 18 months so when you add.

414

01:05:42.660 --> 01:05:52.260

Carl Hankinson: The commitment scouts On top of that much as there's a sense of purpose it's made life tricky and when you're in a key leadership role, you are.

415

01:05:53.070 --> 01:06:01.110

Carl Hankinson: When you're trying to motivate other people and deal with the challenges that presents that that can be even harder so look Thank you so much to you.

416

01:06:01.530 --> 01:06:11.400

Carl Hankinson: You know, for everything that you've done in these roles as a district, Commissioner, as a district judges Thank you so much, you know you really have held scouting together and really.

417

01:06:11.940 --> 01:06:22.830

Carl Hankinson: Never forget the impact that you have made through supporting volunteers to their lives to give them a sense of togetherness, and also to the young people that we work directly with and hugely grateful.

418

01:06:23.670 --> 01:06:29.190

Carl Hankinson: Just encourage you, as as we're entering this next period, even though we're tired and fatigued and think.

419

01:06:30.510 --> 01:06:35.880

Carl Hankinson: Now there's a lot to be excited about and just share that excitement, you know that attitude is infectious.

420

01:06:36.990 --> 01:06:42.990

Carl Hankinson: And and leading those teams, you know with with a sense of purpose and competency but also fun.

421

01:06:43.470 --> 01:06:48.180

Carl Hankinson: is also important, as well, so just thank you so much, but please encourage your team to do that.

422

01:06:48.630 --> 01:06:59.280

Carl Hankinson: Support people get out about it again if they feel comfortable and safe to do so and and we've got an exciting future so we'd like to say more about some of the information we've begun to share this evening.

423

01:06:59.700 --> 01:07:13.140

Carl Hankinson: At our next webinar early next year, and through our other methods and with feedback from yourself and the help from from your teams when we advertise for roles that we hope to get this right, as well, thanks so much for joining us this evening take care now.