

All member online meeting transcript – 17 November 2021

1

00:00:10.260 --> 00:00:16.350

Carl Hankinson: Okay, if you just joined us good evening everybody it's it's a real joy that you've joined us this evening we're just gonna let everybody gather.

2

00:00:16.830 --> 00:00:22.680

Carl Hankinson: we've got quite a few people are expecting this evening and we'll start the call so welcome if you've just joined us will be a moment or two.

3

00:00:45.090 --> 00:00:57.150

Carl Hankinson: And again, for those of you that just joined, good evening, thank you very much for joining us we're just waiting for you to gather and then we'll do some introductions and we'll take you through this evening, as well, thank you for joining us.

4

00:01:21.660 --> 00:01:31.590

Carl Hankinson: So we have settled our numbers but it looks there's still a few more people to join, but like I get that at one minute past seven, so why don't we start so good evening again.

5

00:01:32.250 --> 00:01:40.140

Carl Hankinson: It is a real joy that you will join us this evening, my name is Carl hopkinson I think this is probably the last time i'll be able to sell my new UK youth.

6

00:01:40.500 --> 00:01:49.440

Carl Hankinson: Chief commission of youth Commission that's wishful thinking and it's real pleasure, this is the fourth of the four sessions we've done we've done the county on the district one with group one.

7

00:01:49.890 --> 00:01:55.980

Carl Hankinson: And this evening, all Members so we've got people in have a whole variety of different roles we hope that the.

8

00:01:56.790 --> 00:02:08.430

Carl Hankinson: Information that we've got together for you tonight will be useful, I should say that we are recording this as well, so I hope that's okay for everybody, and then we will put the recording online.

9

00:02:09.180 --> 00:02:16.830

Carl Hankinson: If you're watching this on playback good evening to you or Hello from wherever you're listening thanks, very much for listening and making the time to listen on playback.

10

00:02:17.490 --> 00:02:26.670

Carl Hankinson: And some logistics before I introduce the team as well question answers, those of you that have been here before, will be familiar that we've opened a Q amp a session.

11

00:02:26.970 --> 00:02:31.080

Carl Hankinson: And you can type A question anytime you want with your name or anonymous that's fine.

12

00:02:31.740 --> 00:02:39.390

Carl Hankinson: If we dismiss it it's not because we've chosen not to answer it's just the way that we're organizing ourselves so we know that will come back to that later.

13

00:02:39.720 --> 00:02:43.530

Carl Hankinson: roster i'll introduce the people in a moment, is coordinating up for us.

14

00:02:43.980 --> 00:02:50.400

Carl Hankinson: And there's there's a chat function as well everybody's muted just because there's so many people on the call it's just easier.

15

00:02:50.700 --> 00:03:03.960

Carl Hankinson: So we've got some clear voices so With that in mind, let me just do a few introductions on the call this evening, so we have matt matt hide our chief executive that many of you familiar with matt.

16

00:03:04.410 --> 00:03:06.480

Matt Hyde: Good evening everyone good to be with you.

17

00:03:07.110 --> 00:03:10.710

Carl Hankinson: Thanks i'm bar and also cj cj ledger cj.

18

00:03:11.040 --> 00:03:12.960

CJ Ledger: hi everyone happy to be here tonight.

19

00:03:14.220 --> 00:03:16.470

Carl Hankinson: Thanks cj and we've got Ross Ross maloney.

20

00:03:17.550 --> 00:03:19.380

Ross Maloney: Good evening everyone great to be with you this evening.

21

00:03:20.160 --> 00:03:22.050

Carl Hankinson: And also, Chris Chris morality is with us.

22

00:03:22.770 --> 00:03:25.440

Kris Murali: And, good evening everyone very happy to be with you tonight.

23

00:03:26.010 --> 00:03:28.170

Carl Hankinson: Thanks Chris and cray cray Turkey.

24

00:03:29.610 --> 00:03:31.680

Craig Turpie: hi everyone great to be joining you this evening.

25

00:03:32.490 --> 00:03:39.270

Carl Hankinson: Finance Craig and finally for speaking the scene Hollywood our youth Commission I tried to pincher oh i'm sorry about that.

26

00:03:40.320 --> 00:03:41.820

Ollie Wood: Everyone great to join your.

27

00:03:42.810 --> 00:03:53.310

Carl Hankinson: Okay, so that's all of us and, as I said, good team were supported by a few people behind the scenes as well i'll mention on set and then at the end.

28

00:03:53.790 --> 00:04:03.450

Carl Hankinson: as well, but it keeps us organized time wise it's about five plus seven Look, we might be speaking for about 40 minutes and then there's ample time 45 minutes allowed for.

29

00:04:03.780 --> 00:04:08.490

Carl Hankinson: For questions and answers and ask us anything absolutely anything i'm sure you will.

30

00:04:08.910 --> 00:04:19.650

Carl Hankinson: But we're more than happy to take queries if we haven't got the answer directly, we might need to take your way and find out and find a way of coming back here as well, but please do feel that you could ask us anything.

31

00:04:20.220 --> 00:04:26.580

Carl Hankinson: And therefore it's a really interesting time I think oh there's the pictures of US updated pictures.

32

00:04:27.660 --> 00:04:39.810

Carl Hankinson: In our prime as performers on the UK leadership team out of the 13 that we have, although we just advertising for vacancy to replace cj as UK commissioner for perception that's advertised on our website at the moment.

33

00:04:40.680 --> 00:04:55.590

Carl Hankinson: Thank you so since September we have absolutely been in scouts thanks to you, thanks to so many people that are working so hard for young people, we are back at our best will say quite a bit about squirrels later this evening.

34

00:04:56.130 --> 00:05:07.890

Carl Hankinson: But it's just been fantastic to see so much great activity, the time that young people really do need us, but not just the impact that we're having on young people, but the enthusiasm.

35

00:05:08.340 --> 00:05:11.970

Carl Hankinson: That we've got ourselves isn't it just wonderful to see each other.

36

00:05:12.420 --> 00:05:21.300

Carl Hankinson: face to face to enjoy each other's company again and to do some good activity it's been in different stages across the UK depending on where you're volunteering, or indeed.

37

00:05:21.630 --> 00:05:28.500

Carl Hankinson: In British scouting overseas but generally we've had such a good couple of months and it's not just ourselves feeling that.

38

00:05:28.890 --> 00:05:34.350

Carl Hankinson: You know about how we feel about scouts but just look at some of these images that will remind you.

39

00:05:34.830 --> 00:05:47.730

Carl Hankinson: of some of the good stories that we see nationally said earlier we'll talk about skills later, but that just provided tremendous support and turn the heads of so many people toward us and you'll recognize.

40

00:05:48.330 --> 00:05:55.200

Carl Hankinson: Some of the pictures here that are very recently, the visitor the Duke and Duchess to local scouts in the.

41

00:05:56.190 --> 00:06:04.440

Carl Hankinson: The work that we're doing a role British legion and you're seen an awful lot about that were remember it's last week, which has been tremendous Poignant and important.

42

00:06:04.740 --> 00:06:11.460

Carl Hankinson: But also tremendous profile for our organization and a lot of excellent effort and the.

43

00:06:12.270 --> 00:06:21.570

Carl Hankinson: The impact that it's had the the contribution of bear and scouts and many other people at caught 26 of the top of it so important for us, and so important for our young people.

44

00:06:22.080 --> 00:06:38.760

Carl Hankinson: This is turning the heads of the opinion formers and wider society toward the scouts at a time that we're looking for good news we need good news and good activity, it is incredible and it's inspiring so well done to everybody, but it's not just nationally cj.

45

00:06:40.770 --> 00:06:51.690

CJ Ledger: Thanks call it has been brilliant to see what's been going on locally as well, and so here's just a handful of images that i've captured a verse from social media, the last few weeks.

46

00:06:52.200 --> 00:07:00.330

CJ Ledger: If they brought me joy and I wanted to share that with others and, hopefully, you recognize some of these activities that remind us why we all do our hobby and why we're scouts.

47

00:07:00.690 --> 00:07:04.740

CJ Ledger: And we've got images from beavers in the Scottish Highlands there's.

48

00:07:05.250 --> 00:07:13.140

CJ Ledger: The scouts in a van is from Cardiff and they they're the homeless, they don't have a permanent home at the moment to meeting say they were very.

49

00:07:13.440 --> 00:07:21.750

CJ Ledger: Innovative and came up with the idea of working out for van which is brilliant and we've got explorer scouts on expeditions beavers doing crafty activities.

50

00:07:22.110 --> 00:07:28.710

CJ Ledger: And more explorers do in the wilds of snowdonia and it's lovely to see some of our first squirrels in full swing.

51

00:07:29.220 --> 00:07:38.160

CJ Ledger: And, and we know it's been tough and it's difficult to plan with the ever changing restrictions and different rules across different parts of the UK and for our precious girls overseas as well.

52

00:07:38.430 --> 00:07:46.560

CJ Ledger: So it's just been great to see how many leaders have been creative and supporting our nights away and expeditions, especially over the last few months.

53

00:07:47.010 --> 00:07:57.900

CJ Ledger: And for lots of our young people especially beavers and carbs this might have been the first night away from their family they've ever had and off the intensity of lockdown.

54

00:07:58.470 --> 00:08:09.720

CJ Ledger: A day here, we should underestimate the powerful impact that the experiences give our young people, I know, from a personal point of view that my daughters are very first camp with her be the colony of the summer was.

55

00:08:10.230 --> 00:08:19.500

CJ Ledger: amazing and her and her friends had a brilliant time and I continue to be in awe of the fantastic we have scout leaders who make these adventures happen and for all leaders who.

56

00:08:20.880 --> 00:08:32.730

CJ Ledger: Do you say much you should be so proud and give yourself huge credit for the work you've done to enable so many young people to experience the magic of scouts and say thank you matt.

57

00:08:33.930 --> 00:08:45.900

Matt Hyde: cj yes brilliant to see everyone bouncing back and it feels so different doesn't it from what we were going through a year ago, whether that be making really difficult decisions around.

58

00:08:46.680 --> 00:08:58.440

Matt Hyde: staffing ordinances or reducing the number of activity centers and, of course, making a really difficult decision to sell Baden Powell House as well and that.

59

00:08:59.010 --> 00:09:10.410

Matt Hyde: sale a paid per house went through in August, what that's done alongside the other decisions we took last year and securing some government funding as well, which was.

60

00:09:10.950 --> 00:09:20.070

Matt Hyde: appreciated that that's meant that we are coming through the pandemic and as cj said it's a similar degree of uncertainty.

61

00:09:20.580 --> 00:09:30.270

Matt Hyde: But we're coming through the pandemic, with some really solid foundations, both financially but also and critically, in order to support.

62

00:09:30.810 --> 00:09:40.440

Matt Hyde: Local scouting and we're going to say a bit more about that tonight, what we mean by that what it means practically in terms of the support and people need, whether that be local frontline support.

63

00:09:41.130 --> 00:09:51.540

Matt Hyde: Staff support or other resources, but also some of the that the changes that we were intending to make before the pandemic that we paused during.

64

00:09:52.440 --> 00:09:56.790

Matt Hyde: The whole period of code from from March 2020 onwards.

65

00:09:57.270 --> 00:10:08.190

Matt Hyde: Because of the difficult decisions we took last year we're now in a position where we can restart some really, really exciting programs that are going to make a fundamental difference for the better.

66

00:10:08.490 --> 00:10:21.000

Matt Hyde: And to the movement, making lives of volunteers easier and helping more young people learn skills for life so we're going to just say a bit more about that, today, and hopefully some some really exciting announcements, for you as well.

67

00:10:24.270 --> 00:10:31.050

Carl Hankinson: Oh thanks matt and so that that sort of brings us to where we are now and.

68

00:10:31.860 --> 00:10:38.970

Carl Hankinson: and almost thinking about what our focuses, for now, and for the future, you want to take you through these next few slides, and I would say really with.

69

00:10:39.390 --> 00:10:48.060

Carl Hankinson: A number of us being you to the UK leadership team in September but preparing with that before haven't spent a lot of time listening traveling I.

70

00:10:48.630 --> 00:10:58.200

Carl Hankinson: middle of meeting a number of county Commissioner has been to Northern Ireland different regions in England and Scotland this week we're looking forward to being in Scotland, on Friday and Saturday.

71

00:10:58.770 --> 00:11:05.880

Carl Hankinson: And and really get a sense of what people what people want us to concentrate on and and that really.

72

00:11:06.510 --> 00:11:15.030

Carl Hankinson: picks up three things that will will say a little bit more about in detail the first one is that we do need to build on the energy that's already.

73

00:11:15.450 --> 00:11:23.040

Carl Hankinson: we've already starting to see that enjoyment that phone that sense of from that reminding ourselves that we enjoy this and isn't it just so good.

74

00:11:23.340 --> 00:11:28.830

Carl Hankinson: To be back together, and you can see that as well with the activities we're providing to young people let's build on that energy.

75

00:11:29.160 --> 00:11:38.550

Carl Hankinson: Is infectious somebody said to me, years ago, attitudes are contagious is yours worth catching it rubs off that enthusiasm rubs off on people let's have some fun.

76

00:11:39.270 --> 00:11:45.030

Carl Hankinson: But that's also as part of during that let's connect and let's make sure that we do bring people together if you're.

77

00:11:45.600 --> 00:11:57.960

Carl Hankinson: In a role where you as a section leader or is responsible for other people you come try to bring people together i'd encourage you to do that even a group leaders meeting, for the first time in goodness knows how long.

78

00:11:58.350 --> 00:12:03.510

Carl Hankinson: Just to bring people together and get us all reconnected and reminding ourselves of each other.

79

00:12:04.320 --> 00:12:10.410

Carl Hankinson: But then also leadership i've written in other places, about how we need to leave each other, not just young people.

80

00:12:10.770 --> 00:12:15.030

Carl Hankinson: That we are responsible for but lead each other, and I think that that's quite important, as well.

81

00:12:15.390 --> 00:12:22.620

Carl Hankinson: we're in a position that we can influence those around us, and I think now is the time for us to help motivate others that starts with ourselves.

82

00:12:23.040 --> 00:12:31.380

Carl Hankinson: So we've got a real opportunity to move away from some really tricky times that we've had personally and certainly in scouts and society.

83

00:12:31.710 --> 00:12:42.180

Carl Hankinson: To think about how we can enjoy our time together and create enthusiasm, an environment that other people say I think that looks great I would just love to be there Craig.

84

00:12:44.580 --> 00:12:51.450

Craig Turpie: Thanks girl I think it's a it's great to see that positive energy in sections across the whole of the UK right now that we've.

85

00:12:51.810 --> 00:12:59.100

Craig Turpie: seen already in a few of these slides, and I think we all know that young people have really missed out on so much over these last month.

86

00:12:59.610 --> 00:13:08.130

Craig Turpie: We know that they've missed out on just simply being together with their scope friends and they've missed a lot of the outdoor activities in particular.

87

00:13:08.700 --> 00:13:15.030

Craig Turpie: And, as a consequence of all of that they've maybe not had the opportunities to work on and gain those top awards.

88

00:13:15.600 --> 00:13:26.760

Craig Turpie: Now I suspect it's probably obvious to all of us on this call, but we think it's really important to ensure that we all maintain a focus on delivering amazing programs.

89

00:13:27.120 --> 00:13:35.730

Craig Turpie: Because we all know, quite simply, that that's what engages young people and motivates our adult volunteers, especially of Section leaders, including so many of you.

90

00:13:36.330 --> 00:13:46.260

Craig Turpie: So, in the wake of the pandemic, we really need to continue supporting you to get your meetings back up and running safely that really has to be.

91

00:13:46.590 --> 00:13:57.660

Craig Turpie: A top priority in the coming months, and we know that many of you are doing that and some of you are still finding that challenging to and we've got support available to help.

92

00:13:58.200 --> 00:14:07.110

Craig Turpie: We do know that great programs delivered consistently taking place in your sections will bring young people back and engage them.

93

00:14:07.710 --> 00:14:16.440

Craig Turpie: And so, now is the time for us to be planning for camps events more adventurous activities even trips abroad, where it's safe to do so.

94

00:14:16.770 --> 00:14:24.060

Craig Turpie: Because we know that these experiences deliver the skills for our young people and can re energize leadership teams.

95

00:14:24.300 --> 00:14:31.020

Craig Turpie: And will help ensure that our young people have the opportunities to work on those awards that we know they want to achieve.

96

00:14:31.440 --> 00:14:39.870

Craig Turpie: And so to help you there is a lot of support out there we've got the activity Finder, for example on the website scopes dot.uk.

97

00:14:40.230 --> 00:14:48.090

Craig Turpie: With over 1400 activities to help deliver exciting programs that will help them to achieve those top awards.

98

00:14:48.540 --> 00:15:01.770

Craig Turpie: And we've got the ask the advisor webpage with advice for each section, including tailored webinars Community discussions and updates on suggested programs for your family planning, as well.

99

00:15:02.370 --> 00:15:15.960

Craig Turpie: And we did encourage you to seek out support from the section support volunteers in your district, in particular, this is a great way to do some problem solving and sharing best practices and ideas locally to.

100

00:15:16.560 --> 00:15:24.420

Craig Turpie: And speaking of great program opportunities and ideas to help you and your sections begin this up holly over to you.

101

00:15:26.580 --> 00:15:35.910

Ollie Wood: Thank you Craig and i'm going to go through some of the recent additions that we've had to the program and some resources that you can possibly use in your section.

102

00:15:36.240 --> 00:15:46.470

Ollie Wood: The first of which is the U shape award and we're so excited to have launched this last month the U shape award is a brand new permanent addition to the scout Program.

103

00:15:47.250 --> 00:15:55.770

Ollie Wood: This follows on from was having you shape, we can you share month over the past few years, the shape award is here for all year round, and here to stay.

104

00:15:56.190 --> 00:16:04.560

Ollie Wood: This is, after consulting young people section leaders and youth Commissioners to design this award with them so but it's it's fit for every section.

105

00:16:05.220 --> 00:16:11.700

Ollie Wood: The criteria specific for each section and put all things youth shaped in one place for every section.

106

00:16:12.360 --> 00:16:18.750

Ollie Wood: The central badge is all about a young person reflecting on what they'd like to achieve during their time in their section in scouts.

107

00:16:19.050 --> 00:16:26.670

Ollie Wood: planning is all about giving young people a voice the opportunity to shape what they do in scouts to make sure that our programs remain relevant.

108

00:16:27.090 --> 00:16:33.480

Ollie Wood: The lead section is about giving young people, their first taste of leadership in the scouts and then regular opportunities.

109

00:16:33.990 --> 00:16:44.280

Ollie Wood: To take the Leader safe space where it's okay to make mistakes and learn from them and represent is about young people having a voice beyond just what they do in their section every week.

110

00:16:44.850 --> 00:16:53.010

Ollie Wood: Already in the past month over 20,000 young people have started their journey towards receiving their you shake award.

111

00:16:53.460 --> 00:17:01.860

Ollie Wood: The U shape what is supported locally by youth Commissioners, so if you need any help with the delivery, then please get in touch with your local youth, Commissioner.

112

00:17:02.520 --> 00:17:09.900

Ollie Wood: Hopefully you have a youth, Commissioner, in your district, and we would really love, with your help, to see every young person across the UK scouts.

113

00:17:10.230 --> 00:17:19.530

Ollie Wood: achieve a u shape award the benefit of this to them is his life skills, including confidence, communication and leadership so it's really worthwhile addition to the Program.

114

00:17:19.800 --> 00:17:28.410

Ollie Wood: gives them an incentive to do some really important things that have been in our DNA, since the very start of scouts we've always engaging people in everything that we do.

115

00:17:28.710 --> 00:17:39.720

Ollie Wood: And this is more of the same and it's great that we now have an award that can recognize young people for all the great things that they do in scouts so please read the word, please get involved in that.

116

00:17:40.710 --> 00:17:51.780

Ollie Wood: promise of the planet is an initiative that's been received by all 57 million scouts across the world and with COP 26 taking place over the past few weeks.

117

00:17:52.320 --> 00:17:58.860

Ollie Wood: it's been a hot topic, and if you ever spoken to young people about the environment you'll know how passionate so many of them are.

118

00:17:59.280 --> 00:18:05.250

Ollie Wood: There are some really great resources up with the promise of the planet program and if you search for on the scout website.

119

00:18:05.490 --> 00:18:15.990

Ollie Wood: Then you'll be able to find all of those and whilst we are in the last week of this particular program the resources will stay online, and you can still register any action that has been taken.

120

00:18:16.590 --> 00:18:25.980

Ollie Wood: In your section, so that we can see the impact that we've had with promise of the planet, so please check that out and it's a great idea to include that in your program for next to.

121

00:18:27.420 --> 00:18:33.450

Ollie Wood: The money skills badge has recently been launched to the bb and clubs section that's all about helping young people.

122

00:18:33.810 --> 00:18:44.610

Ollie Wood: Understand making decisions about money it's supported by hsbc and, again, is a great new resource that you can include in your program potentially the next term in the diva cup sections.

123

00:18:45.780 --> 00:18:55.020

Ollie Wood: reflecting on my role as a scout leader locally it's been so good to see young people get back together again to get camping again.

124

00:18:56.070 --> 00:19:01.890

Ollie Wood: we're on our third camp in a few weeks time since we've been able to restart residential experiences because.

125

00:19:02.160 --> 00:19:12.030

Ollie Wood: As Greg said young people have missed out on so many opportunities and it's so good to see it and getting back together, you can really see how much they've missed it and how enthusiastic, they are to get outdoors again.

126

00:19:12.930 --> 00:19:22.800

Ollie Wood: Another reflection is the impact that young leaders have had over the past two years, so many young leaders stepped up to support the delivery of online programs.

127

00:19:23.340 --> 00:19:30.240

Ollie Wood: But we've also noticed that some sections have lost their young leaders through the pandemic and we really hope that, with your help, we can.

128

00:19:30.690 --> 00:19:44.880

Ollie Wood: recover those young leader numbers and see young leaders in every section again if you've had the support of young leaders before hopefully you'll appreciate what an asset, they are to the delivery of your section, and if you can get back in touch with any young leaders that might have.

129

00:19:46.350 --> 00:19:53.580

Ollie Wood: fallen away over the pandemic, or indeed recruit new young leaders that will be brilliant to see, and we thank you for us department that.

130

00:19:58.500 --> 00:20:11.970

Craig Turpie: Thanks Ali so many great opportunities with program there know to deliver a program and activities safely to young people are training safety checks and disclosure checks are all part of this package.

131

00:20:12.540 --> 00:20:22.260

Craig Turpie: And we do know that this focus on safety, safeguarding and first aid spelled like a long and a hard journey but the great news is that we're really turning a corner.

132

00:20:22.890 --> 00:20:32.580

Craig Turpie: With a safety in safeguarding training we're now down to the final 10 or 11% known this was as low as 3% in the summer, but there are more rules required.

133

00:20:32.880 --> 00:20:37.560

Craig Turpie: To complete this training since September, which means that the numbers going up.

134

00:20:38.250 --> 00:20:44.340

Craig Turpie: And with first aid training we have around 18% to complete this, but we see this number reducing.

135

00:20:44.760 --> 00:20:56.790

Craig Turpie: Well, at the moment as more people are able to access courses which are being delivered in different ways and with disclosures we've made some good progress and down to the final few percent now.

136

00:20:57.270 --> 00:21:05.520

Craig Turpie: we're really getting into a good place and we want to stay in that good place, as we know that this noise, if you like, and follow up.

137

00:21:05.910 --> 00:21:12.660

Craig Turpie: creates a lot of challenge for you locally, but you've been amazing in responding to the requests that have been made.

138

00:21:13.110 --> 00:21:21.720

Craig Turpie: Of you by other supporting you locally, as well as at by us nationally as well, so thanks for everything you're doing and in your role.

139

00:21:22.110 --> 00:21:29.940

Craig Turpie: To either complete your safety safeguarding and first aid training or you're working disclosures and your work on risk assessments or indeed.

140

00:21:30.450 --> 00:21:34.590

Craig Turpie: The work that you've done in supporting other volunteers with these requirements to.

141

00:21:35.400 --> 00:21:45.120

Craig Turpie: In terms of support, as you know, much of the training is online no to allow volunteers to undertake that at a time that suits them.

142

00:21:45.690 --> 00:21:55.410

Craig Turpie: We know that some of you have been asking for support and how to tackle those colleagues who maybe had reminders and a fair deal of time, though.

143

00:21:56.010 --> 00:22:06.750

Craig Turpie: To complete feeling, particularly for safety and safeguarding and we're working on the framework and how to take the next steps, using actually agreed restrictions with those volunteers who.

144

00:22:07.320 --> 00:22:16.770

Craig Turpie: Despite their encouragement and support are not quite there yet, and are maybe not responding to local or national requests to get that training done.

145

00:22:17.580 --> 00:22:25.980

Craig Turpie: In addition, we know that risk assessments i've created a lot of work for Section leaders, in particular, but many of you have been using the.

146

00:22:26.400 --> 00:22:40.680

Craig Turpie: templates and examples that have been produced to support you with that work and, indeed, in the last few weeks, a number of updates have been made to the risk assessment examples which are available on the website.

147

00:22:41.760 --> 00:22:58.200

Craig Turpie: For you, for first aid training provision or encouragement for those still to undertake their first day training is to proactively seek out species on courses across your local network, and by that but just look within your.

148

00:22:59.220 --> 00:23:05.220

Craig Turpie: district, but maybe look beyond that into what's happening elsewhere in the county or.

149

00:23:05.970 --> 00:23:15.750

Craig Turpie: neighboring counties there's a lot of creativity, as I mentioned in terms of how people are getting their first aid training done if you do need help.

150

00:23:16.530 --> 00:23:37.260

Craig Turpie: With that first day training, then you can reach out to us at first_aid@scopes.org.uk by email, and we should be able to assist you with any queries that you may have and to know it gives me a great pleasure to introduce the one and only matt matt or do you.

151

00:23:37.890 --> 00:23:42.150

Matt Hyde: are welcome, thank you Craig so what else we've been up to well.

152

00:23:42.990 --> 00:23:55.320

Matt Hyde: As we get into January will be undertaking our census, as per usual, but what we did do throughout October was we ended took a youth membership count, and that was to give us an idea of.

153

00:23:55.890 --> 00:24:04.320

Matt Hyde: How the movement was doing how many young people coming about where are they coming back or, I can tell you is that the signs from that.

154

00:24:05.610 --> 00:24:25.680

Matt Hyde: Membership count are showing you know good growth so probably no surprise for those of you who are back up and running, young people, of course, have come back in their droves, even though we have about 110,000 he stepped away last year 60,000 of those at least have come back.

155

00:24:26.820 --> 00:24:39.000

Matt Hyde: So we're well over we believe 90% of pre pandemic youth numbers so compared to 2020 particularly strong in explorer and scout.

156

00:24:39.840 --> 00:24:48.960

Matt Hyde: Youth numbers that won't surprise you that's about approximately 95% of pre pandemic levels won't surprise you probably cuz I mean I sense as a scout leader.

157

00:24:49.440 --> 00:24:57.420

Matt Hyde: It I think it was easier to engage some of those older sections on zoom throughout the pandemic, then it was.

158

00:24:58.290 --> 00:25:08.790

Matt Hyde: younger ages and, of course, we lost effectively a whole intake beaver scouts in in the winter January, February at the start of the year.

159

00:25:09.300 --> 00:25:19.740

Matt Hyde: But you know, amazingly as you've heard and brilliantly thanks to your efforts, young people are bouncing back and and it's just so important, I mean going around the.

160

00:25:20.820 --> 00:25:27.690

Matt Hyde: party conference circuit this autumn, and indeed being in in Westminster today.

161

00:25:28.380 --> 00:25:41.100

Matt Hyde: There is a real concern out there, rightly about young people and how the educational prospects have been harmed the impact on their skills, the impact on their connection all that time they lost.

162

00:25:41.790 --> 00:25:51.150

Matt Hyde: Being with friends really important in terms of your development as a young person and and the formative impact that has on your life.

163

00:25:51.630 --> 00:25:59.430

Matt Hyde: And also mental health and well being, we know that one in six young people say they had experienced a mental health condition.

164

00:26:00.150 --> 00:26:06.840

Matt Hyde: Going into the pandemic and, of course, that will have been exacerbated over the past year, so it goes without saying.

165

00:26:07.350 --> 00:26:15.420

Matt Hyde: that we need to just constantly remind ourselves amongst all the risk assessments and all the kind of stuff that we have to do to keep kids safe and the important things that.

166

00:26:16.320 --> 00:26:26.610

Matt Hyde: We do to ensure we have the right conditions for skeletons to be brilliant and that actually this all comes back to the positive impact we're making all young people's.

167

00:26:27.360 --> 00:26:37.290

Matt Hyde: lives because scouting has the answer one you know, we had some interesting announcements in the spending review the budget.

168

00:26:38.220 --> 00:26:47.610

Matt Hyde: will hear more about that i'm pretty confident in the coming months that's particularly respect to England and the devolve Nations headquarters are working very closely with.

169

00:26:48.570 --> 00:27:01.110

Matt Hyde: The devolved administration's in Scotland, Wales and Northern Ireland and we're really now focused on understanding that data better so Carl and his team are working very closely with.

170

00:27:02.130 --> 00:27:12.780

Matt Hyde: counties and districts, to really understand where is it the young people aren't coming back and let's understand why and why were leaders aren't coming back and let's understand.

171

00:27:13.320 --> 00:27:28.380

Matt Hyde: Why because we're particularly concerned about those communities that have been most affected by the pandemic so young people or communities low income backgrounds black Asian minority ethnic communities, those that have really, really.

172

00:27:29.430 --> 00:27:46.170

Matt Hyde: really been impacted by loss of income and impacted in other ways, and as a result of of covert and where they were many were already has to be say said we're struggling and we also know that the longer.

173

00:27:47.280 --> 00:27:59.520

Matt Hyde: A section is closed and the greater the risk of losing that meeting, space and depending on where you are in the country meeting spaces, is more of a challenge if you're in Northern Ireland and you're aligned on.

174

00:28:00.690 --> 00:28:14.100

Matt Hyde: Lots of churches, there are parts of London Scotland as well, so we're trying to get a better understanding of where the real pressure points and the point about boundaries, not just stand back and say isn't that interesting.

175

00:28:14.490 --> 00:28:26.490

Matt Hyde: it's in order that the resources what we've we've secured through some of the difficult decisions we've made, we can really target those locally, so we can provide that support that people need.

176

00:28:27.360 --> 00:28:37.320

Matt Hyde: And because of that we're going to do a poll, and now, this is obviously not a scientific poll is going to give us lots of data, but it is going to give us a little insight so.

177

00:28:37.770 --> 00:28:45.480

Matt Hyde: fingers on buzzers fingers on buzzers we're going to ask you to do a poll now obviously if you're listening to this back, please don't vote your.

178

00:28:47.040 --> 00:28:48.300

Matt Hyde: order they sound strictly your.

179

00:28:49.500 --> 00:28:58.740

Matt Hyde: Vote won't be counted and certainly don't try and do if you're driving at the same time, so ah, in order, the weekends what you enter the pole is.

180

00:28:59.700 --> 00:29:10.110

Matt Hyde: says will know more about your situation and understand about why are you back and if not, what is the main reason is it because volunteers cautious about it.

181

00:29:10.440 --> 00:29:23.460

Matt Hyde: And not happy to return face to face Yet is it because volunteers have stepped away during the pandemic and not coming back Is it because you've got no meeting place or actually are you back and and everything's been great.

182

00:29:24.690 --> 00:29:38.730

Matt Hyde: So please vote now, and we will then find out what the schools on the doors are now I normally at this point, I can see what is happening.

183

00:29:39.750 --> 00:29:51.120

Matt Hyde: On this particular occasion I bond, so let me just see if it helps if I actually answer as well, because my sections are act we go right here very much.

184

00:29:52.440 --> 00:29:57.480

Matt Hyde: What have we got well look The good news is two thirds of you all your sections and units back.

185

00:29:58.080 --> 00:30:15.210

Matt Hyde: But there are 18% of you who are saying volunteers of steps to a during the pandemic heard that are not just in our organization our organization, I was on a meeting first thing smiling with us united networks wore the uniform.

186

00:30:16.290 --> 00:30:32.490

Matt Hyde: youth organizations and that, clearly, is still a pretty major factor, unsurprisingly 6% of people, people are still cautious about covert not happy to return again that might have some geographical emphasis as well just.

187

00:30:33.600 --> 00:30:41.700

Matt Hyde: conversations i've been having with people recently i've sort of saying, well, it seems to be a different risk appetite in London that does other parts of.

188

00:30:42.660 --> 00:30:48.780

Matt Hyde: The country and that's going to be particularly the case where there's devolve legislation and then there's an other as well.

189

00:30:49.530 --> 00:30:55.560

Matt Hyde: Whichever see if anyone's got any other comments and do please share those as well really helpful insight, thank you very much.

190

00:30:55.950 --> 00:31:07.290

Matt Hyde: We are going into a more, as I say, Carla team, but doing a more granular exercise to really understand what more support we can give at this moment of which more in the new year cj.

191

00:31:08.940 --> 00:31:21.420

CJ Ledger: Thanks matt and I don't receive this we're going to be talking about what we can do to help you find more volunteers, because we know that's something that's always tricky and we're going to always need more volunteers and and it's something that never stops so.

192

00:31:22.860 --> 00:31:34.620

CJ Ledger: We, we know that the best recruitment happens at a local level and when you've got positive people having good conversations and providing friendly welcoming atmospheres to a team that other people want to be part of.

193

00:31:35.160 --> 00:31:43.260

CJ Ledger: And we know that there's more we need to do to help you reach out to engage other communities that are represented within scouts.

194

00:31:44.310 --> 00:31:51.300

CJ Ledger: which in turn will help us to become more diverse and inclusive and more representative of all the communities that we want to be operating in.

195

00:31:51.720 --> 00:32:00.780

CJ Ledger: And there are some promising signs So although we recognize that there are lots of people who have stepped away what we've seen since April there's been.

196

00:32:05.040 --> 00:32:15.900

CJ Ledger: I just got muted, I think I think I'm back and we've seen a net increase of 3000 more adults on campus since April so that's a really promising sign.

197

00:32:16.440 --> 00:32:22.350

CJ Ledger: And there are some other things that we've been doing and I was going to run through some of those things say that you're aware of what we're doing.

198

00:32:22.710 --> 00:32:33.690

CJ Ledger: there's more that we want to be building on and but one of the first things we've done earlier this year was we improved and really added a lot more information and guidance on to their growing scouting pages.

199

00:32:34.170 --> 00:32:39.870

CJ Ledger: Of the website and say that covers all the stages of recruitment and lots of practical tips.

200

00:32:40.800 --> 00:32:45.780

CJ Ledger: Even more healthfully we've been running series of webinars sessions, with the regional support team.

201

00:32:46.140 --> 00:33:00.330

CJ Ledger: And they've been going through the whole volunteer journey so unpacking the House of the wise of volunteer recruitment, as well as time to share ideas and experiences with other leaders from across the country, and these been open to everyone and talking some people who've been.

202

00:33:02.250 --> 00:33:09.300

CJ Ledger: who have attended them they've said they've been really, really well received, so do you sign up today's we've got to.

203

00:33:09.720 --> 00:33:15.810

CJ Ledger: we've got a few more to come, the end of this year and then we're going to be rewriting that whole series again throughout 2020.

204

00:33:16.140 --> 00:33:24.540

CJ Ledger: Say have a look on the events page of our website and we'll be sharing more information in their monthly members emails as well, so keep an eye out for these.

205

00:33:25.140 --> 00:33:32.970

CJ Ledger: and hopefully you've also seen that the brand Center we've been updating with more templates and materials for you to help with recruitment.

206

00:33:33.300 --> 00:33:37.470

CJ Ledger: And again that's something looking to have your feedback on So if you can.

207

00:33:38.070 --> 00:33:45.330

CJ Ledger: If you've got any ideas or good examples that you think others would let you send do you get in touch and we'd love to see them i'd love to hear what what you're using and what's working.

208

00:33:45.930 --> 00:33:49.410

CJ Ledger: And if you think there are gaps, let us know and we'll see what we can do to fill them.

209

00:33:50.100 --> 00:33:57.930

CJ Ledger: and the last thing thing we've been doing is we updated the group Finder and the volunteer to inform on the scouts to audit UK website.

210

00:33:58.620 --> 00:34:09.930

CJ Ledger: and basically those seem to be working really well, and I mean a lots of local people local counties and districts, have also been using those to help encourage more volunteers and to track how people are joining.

211

00:34:11.100 --> 00:34:21.300

CJ Ledger: What else are we doing well in May, we launched the good for you campaign, this was our first national lead marketing campaign, and it is national and local.

212

00:34:21.690 --> 00:34:29.790

CJ Ledger: press, as well as targeted social media activity to help us articulate the benefits of volunteering with scouts why why it's good for you.

213

00:34:30.630 --> 00:34:39.660

CJ Ledger: This wasn't a one off piece of activity and we're absolutely keen that will continue to talk publicly about the need for more volunteers.

214

00:34:40.020 --> 00:34:43.920

CJ Ledger: And we'll have more bursts of campaign activities and we'll look at doing.

215

00:34:44.550 --> 00:34:50.610

CJ Ledger: push in the New Year to showcase the benefits of volunteering, at a time when people are setting their new year's resolutions.

216

00:34:51.090 --> 00:34:55.920

CJ Ledger: we're looking at doing something in February around founders day on the 22nd of February 2022.

217

00:34:56.820 --> 00:35:06.870

CJ Ledger: And that will hopefully encourage young people and adults to engage with other people and probably another person that April may when we share our latest census figures as well.

218

00:35:07.530 --> 00:35:15.810

CJ Ledger: So hopefully you'll see and you'll feel that we are doing more to support you and local scouting with this massive challenge and.

219

00:35:16.650 --> 00:35:25.950

CJ Ledger: love your feedback on this and if you've got any ideas and please do let us know, but hopefully you're feeling a bit more supported and something that we're really taking very seriously and what's The more I keep.

220

00:35:27.030 --> 00:35:27.480

CJ Ledger: I think.

221

00:35:30.600 --> 00:35:31.050

Carl Hankinson: This month.

222

00:35:31.800 --> 00:35:47.940

Matt Hyde: Yes, is sorry, can you hear me, yes I think so sorry apologies apologies, so what else we've been doing at the moment, well, hopefully, you have seen and felt the buzz around squirrels.

223

00:35:50.010 --> 00:35:53.250

Matt Hyde: Coming it's a slide coming you see the slide cj.

224

00:35:55.830 --> 00:36:04.500

Matt Hyde: I can't see the slide either well, I will talk about it, nevertheless, you will have seen a surge of positivity.

225

00:36:04.980 --> 00:36:18.000

Matt Hyde: As we launched squirrels which is now up and running and will be in over 300 communities by the end of the year we're actually going to be narrative for 180 plus communities by the end of the year.

226

00:36:18.930 --> 00:36:33.960

Matt Hyde: Because we will we have the drains that were part of the pilots that have been funding for the last three years, and also the 85 raise school grades that already existed dan's the slide already existed in.

227

00:36:34.890 --> 00:36:50.310

Matt Hyde: Northern Ireland beforehand, so this has been a hugely positive move forward really exciting development, I cannot tell you when i'm in any the amount of times it's bit schools have been mentioned to me when i've been meeting with opinion formers.

228

00:36:51.330 --> 00:36:59.640

Matt Hyde: connections for the Royal household external people other charities people are really, really excited by what we've done here, and what the opportunity is.

229

00:37:00.960 --> 00:37:15.240

Matt Hyde: And n G like if you only need to go and see it and really get the buzz about it, and why it's both flight scouting and also feels very different that age group as well now case rollout is going to be phased communities.

230

00:37:16.950 --> 00:37:23.730

Matt Hyde: Communities hardest hit by the pandemic or being prioritized that doesn't mean say that it won't be other communities joining as well.

231

00:37:24.060 --> 00:37:32.250

Matt Hyde: And there there's more interest and we're trying to accommodate all that interest as it's coming through also, but we do you see this as an opportunity to.

232

00:37:32.700 --> 00:37:44.640

Matt Hyde: attract and encourage a completely new cohort of volunteer and demographic as well, so that would probably representative of wider society, I can tell you the last numbers, I saw about.

233

00:37:45.720 --> 00:37:55.080

Matt Hyde: 30% were from the 30% most deprived wards and that's that's great to see that's different a different mix from the rest of.

234

00:37:56.160 --> 00:37:58.080

Matt Hyde: The movement and also.

235

00:37:59.280 --> 00:38:00.120

Matt Hyde: higher levels of.

236

00:38:01.290 --> 00:38:09.720

Matt Hyde: Young people and volunteers coming through from black Asian minority ethnic communities as well, so that's really, really good to see.

237

00:38:10.110 --> 00:38:18.000

Matt Hyde: The numbers are going to continue to grow as Members opt in over the coming years, as I say, we're going to keep accepting requests for.

238

00:38:18.960 --> 00:38:28.500

Matt Hyde: To open those trays that's partly thanks to funding, we got from the National Lottery community from that have given us that paid support and help or through.

239

00:38:30.180 --> 00:38:38.250

Matt Hyde: It again if you're starting or thinking about starting a school Australia, the process and that has been developed, I think, is really, really smart it's a cohort approach.

240

00:38:38.640 --> 00:38:46.260

Matt Hyde: Their volunteers appointed volunteers and then behind them staff support in those volunteers as well, so really, really exciting.

241

00:38:46.800 --> 00:39:00.930

Matt Hyde: Being your own time you're not ready focus on the other sections get those right and up and running, first, but ultimately we think this is really exciting and when the time's right it's definitely worth getting involved oh.

242

00:39:02.490 --> 00:39:08.760

Carl Hankinson: Thanks matt so just pausing for a moment before we think about what else is coming up with we tried to talk about.

243

00:39:10.140 --> 00:39:20.190

Carl Hankinson: different aspects of support that we're offering if with so much going on and so much different activities, sometimes it's difficult to get that message through some of the great support that's offered so we hope that this is.

244

00:39:20.730 --> 00:39:30.240

Carl Hankinson: helpful and, that being said, you'll also be aware that we stopped doing some work as we enter the pandemic.

245

00:39:30.960 --> 00:39:40.170

Carl Hankinson: to concentrate our absolute priorities, but now we feel is the time to think about that, to make sure that the Scout Movement continues to move forward.

246

00:39:40.590 --> 00:39:48.930

Carl Hankinson: And also that we deliver on the plans that we're setting train for our skills life skills for life strategy that our Members yourself asked for.

247

00:39:49.380 --> 00:39:59.490

Carl Hankinson: So we'd like to just spend a little bit of time talking about some of the work that we're about to recommends, and that will begin to change scouting as well.

248

00:40:00.060 --> 00:40:06.600

Carl Hankinson: And, rather than tease you would just put all four bullet points upon here, we are now going to read commands.

249

00:40:07.200 --> 00:40:15.810

Carl Hankinson: Looking at our 14 to 24 provision explore scouts and scout network done really well you know next year the 20 years old and it's incredible.

250

00:40:16.530 --> 00:40:23.190

Carl Hankinson: That was was the rebels say we're going to start these days is sections it's quite something, but nonetheless there that like 20 years old actually.

251

00:40:23.520 --> 00:40:28.920

Carl Hankinson: now's The time really for us just to pause for thought, as we said we wanted to do in our strategies to say.

252

00:40:29.490 --> 00:40:38.010

Carl Hankinson: Is this something else we can do something different Is this still the best offer for adolescents and for young adults so we're going to be looking about at that closely, you should hear more.

253

00:40:38.580 --> 00:40:47.430

Carl Hankinson: Remember, when I say you should hear more, we will be assembling a team, we have small staff numbers it's augmented by large numbers of volunteers and they don't all volunteer.

254

00:40:47.790 --> 00:40:59.490

Carl Hankinson: Nationally at the moment, so you will see the advert saying come and help us please, we need some help to look at this and, similarly, the team that we're assembling to look at what we were, I mean we've already.

255

00:41:00.720 --> 00:41:06.780

Carl Hankinson: communicated and so just on the line, this evening we will continue to be a uniformed organization, but.

256

00:41:07.260 --> 00:41:16.830

Carl Hankinson: But we did say that we would look at what we were in in the general sense, and so again assembling a team to consider that interesting work and.

257

00:41:17.730 --> 00:41:27.930

Carl Hankinson: We continue rightly so in my view, to to maintain ambition to ensure that scout membership reflects UK society and.

258

00:41:28.650 --> 00:41:35.490

Carl Hankinson: The different challenges one or two questions we've been answered this evening we've asked we've been asked already this evening point to this.

259

00:41:36.330 --> 00:41:45.960

Carl Hankinson: But you're perhaps be aware that last year well this year actually took a race equity report that the trustee board has started considering will look again again at its meeting in.

260

00:41:46.470 --> 00:41:57.120

Carl Hankinson: January next year and, but this is one of the contemporary inclusion challenges of our time, but our membership does not reflect in many places, our communities.

261

00:41:57.750 --> 00:42:09.750

Carl Hankinson: And when we see the way that UK society is changing it's too early to have seen the recent census results but there's lots of statistics available about UK society it's clear that UK society is changing.

262

00:42:10.140 --> 00:42:19.560

Carl Hankinson: And therefore we need to work harder to make sure that our membership our youth membership our adult membership and the leadership of our adult membership.

263

00:42:19.950 --> 00:42:30.000

Carl Hankinson: is more inclusive more diverse, and so this will be our contemporary membership challenge our leadership challenge, which is something that we're talking about a lot now already as UK leadership team.

264

00:42:30.600 --> 00:42:39.330

Carl Hankinson: But I want to talk a little bit more, if I can around the work that we've restarted recently and we're accelerating on improving our volunteer experience that matters.

265

00:42:39.630 --> 00:42:49.500

Carl Hankinson: To all of us this evening so on the next slide is just a reminder of how transformational This is because you know when we talk about these sorts of terms.

266

00:42:49.860 --> 00:43:02.430

Carl Hankinson: Then it's quite easy to think that actually all we're talking about is some cosmetic changes to volunteering we just move on to the next slide but actually it's more than that so just.

267

00:43:02.910 --> 00:43:14.850

Carl Hankinson: Just to be clear, this will look at how we volunteer the teams, we volunteer in our titles called Commissioner in the year 2020 oh goodness may, but how we organize ourselves.

268

00:43:15.360 --> 00:43:29.670

Carl Hankinson: But the priority is, what do we need to do to give young people, the best possible scouting and how do we need to organize ourselves as volunteers there once that's established, we can take a step back and think about how those people need to be supported.

269

00:43:30.720 --> 00:43:39.600

Carl Hankinson: How those people need to be led supported and managed and what sort of governance, do we need around that that will be that will be significant.

270

00:43:40.080 --> 00:43:49.050

Carl Hankinson: Therefore, that will include the welcome into scouting not just the work that we're doing to attract and recruit volunteers, but encourage language, the appointments process.

271

00:43:49.770 --> 00:43:57.900

Carl Hankinson: How we welcome people into scouting you should expect routing routing branch change of that whole area of what we do.

272

00:43:58.410 --> 00:44:06.000

Carl Hankinson: We also are doing a lot of work talk move from what I would call training to automatic called learning as a headline.

273

00:44:06.270 --> 00:44:14.880

Carl Hankinson: But again, many of us will give various reasons and we've done this in the focus groups and the evidence that we took 18 months ago, to say what has changed.

274

00:44:15.240 --> 00:44:23.850

Carl Hankinson: What our what our needs have changed, and how does our structure prevents us being really a very modern volunteering organization.

275

00:44:24.180 --> 00:44:38.640

Carl Hankinson: Delivering support in a way, many of us would expect to see because we see it at work and, of course, a lot of this work is taken through the lens of what's changed in the last 18 months because over the last 18 months our human behaviors have changed our consumption of digital technology.

276

00:44:40.200 --> 00:44:45.750

Carl Hankinson: So it's everything the basics of how we get everything done, but of course this is how we volunteer.

277

00:44:46.860 --> 00:44:50.760

Carl Hankinson: This is what it means to us how we spend our time, but to do that.

278

00:44:51.240 --> 00:44:58.710

Carl Hankinson: We need the right support tools, when he the right systems, the right processes and Craig is going to talk a little bit more about an aspect.

279

00:44:59.040 --> 00:45:08.430

Carl Hankinson: Of what we will do with youth data because we've already announced that we will be replacing compass, and the way that will support the systems to support our adult membership Craig.

280

00:45:10.170 --> 00:45:23.820

Craig Turpie: Thanks so much girl know as part of that you've improved volunteer experience that Carlos has been talking about, we want to build out new functionality to do things more easily online, as well as making lots of stuff.

281

00:45:24.330 --> 00:45:35.010

Craig Turpie: Much better and so at this point during the call it's relevant to give you all a quick update around some of our plans and intentions to work with osm.

282

00:45:35.670 --> 00:45:46.620

Craig Turpie: Something we've been talking about for a while, alongside and you set of digital tools and solutions to transform the administration of adult data and all the associated admin tasks.

283

00:45:47.040 --> 00:46:01.440

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

284

00:46:02.490 --> 00:46:14.070

Craig Turpie: we've agreed terms, subject to the final contract and legals to provide online scope manager as a virtual for youth Member data management throw the whole movement.

285

00:46:14.850 --> 00:46:28.530

Craig Turpie: We think we will fund the core osm license with other parts of the system still being funded locally, however, and this is important, nothing is set in stone, yet so do continue, as you are.

286

00:46:29.430 --> 00:46:38.610

Craig Turpie: osm will still be managed by its currency, they will continue to develop and improve it in the same way as they have for the last decade or so.

287

00:46:39.450 --> 00:46:52.770

Craig Turpie: And we're going to begin to do some work to understand how it works and is currently used by people like you and how we can streamline some of your processes as a result of moving to a national model.

288

00:46:53.880 --> 00:47:02.940

Craig Turpie: We think it's really, really important to work with you and that where it's empty to get this right, because it's got the potential to be a game changer.

289

00:47:03.450 --> 00:47:20.250

Craig Turpie: But please carry on using or sm as you currently do and carry on paying for the services you use, nothing is changing immediately, but we will work with you to understand the best way to phase and the changes, when the time is right.

290

00:47:21.780 --> 00:47:31.530

Craig Turpie: We do hope that you'll agree that this is a hugely exciting step in a digital journey and will hopefully make things a little easier for everyone.

291

00:47:32.910 --> 00:47:42.630

Craig Turpie: Know sticking with the theme of change let's move on to the next slide and talk about some of what we've got coming up over the next couple of years.

292

00:47:43.080 --> 00:47:51.570

Craig Turpie: As Carl mentioned earlier, what we've just talked about really are all areas progress that have been on our agenda, since 2018.

293

00:47:51.930 --> 00:47:58.140

Craig Turpie: But they've had to be slowed down over the last 18 months as we've pivoted to respond to the pandemic.

294

00:47:58.680 --> 00:48:07.440

Craig Turpie: But the good news is you've heard us that we're not picking things back up and picking them back up at peace and thinking about the phasing and framework.

295

00:48:07.800 --> 00:48:15.180

Craig Turpie: If I were going to progress and implement improvements and changes locally over the next two years, in particular.

296

00:48:15.660 --> 00:48:24.000

Craig Turpie: The slides gives us a picture of how we see this work moving forward in the coming years, as we move through 2021 to 2023.

297

00:48:24.720 --> 00:48:29.820

Craig Turpie: In white text, you can see, the key moments when there will be some action needed locally.

298

00:48:30.600 --> 00:48:41.640

Craig Turpie: But in the other text, you can see activity that may be happening in the background, with options to participate feedback test and help shape or plans.

299

00:48:41.970 --> 00:48:48.360

Craig Turpie: So in 2021, this is all about getting back together with great programs, as we talked about earlier testing.

300

00:48:48.690 --> 00:48:59.460

Craig Turpie: new ideas to make it easier to recruit welcome and trained volunteers with online tools and to begin that process of developing new tools as well next year.

301

00:49:00.090 --> 00:49:06.390

Craig Turpie: We want to get to place where hopefully we start using osm for all youth membership records and.

302

00:49:06.900 --> 00:49:14.340

Craig Turpie: To follow on from matt was saying earlier, continuing that squirrels rollout across the UK with new support coming.

303

00:49:15.060 --> 00:49:25.350

Craig Turpie: on stream to make sure that we're more inclusive lots of other work for seen as well, then in 2023 we want to get to that place where we're starting.

304

00:49:26.160 --> 00:49:36.720

Craig Turpie: To use improved online tools for the recruitment and welcoming our volunteers, building on that improved volunteer experience work that Carl mentioned.

305

00:49:37.260 --> 00:49:45.390

Craig Turpie: Earlier and included within that will be tools to assist with at learning and with managing membership as well.

306

00:49:45.840 --> 00:49:58.200

Craig Turpie: and hopefully by that time will be in a place where we're testing out ideas for the you 1424 age range provision as well, and also looking at what we were.

307

00:49:58.980 --> 00:50:11.250

Craig Turpie: In my role is particularly focused on how we phase and plan this so it feels manageable and i'm going to be working closely with many colleagues across the UK.

308

00:50:11.640 --> 00:50:18.870

Craig Turpie: As well as a local leadership teams to try and make sure that we sequence things in a way that is steady.

309

00:50:19.320 --> 00:50:27.330

Craig Turpie: And will land well with you, because we know that you are busy volunteers, with a lot to contend with, and we don't want to be.

310

00:50:27.870 --> 00:50:39.630

Craig Turpie: Introducing things in a way that makes things actually more difficult for you, so a key consideration and a lot of our thinking is how we get this to land well at the right time.

311

00:50:40.350 --> 00:50:57.690

Craig Turpie: For you, we really don't want there to be any surprises for you and, like today's call, we want to share as much as possible on plans and decisions that have been made as early as we can, so that you feel informed and engaged and so we'll use future calls to keep you updated.

312

00:50:59.580 --> 00:51:11.280

Craig Turpie: On issues, just like this, I can't help but think what an exciting time it is to be involved in scouting and Ross know over to you to provide a bit of a summary.

313

00:51:12.090 --> 00:51:23.400

Ross Maloney: The end, thank you very much Craig and so as other members of the team have reflected things are really starting to feel good again as we come out of the last 18 months and there's lots of positive energy about.

314

00:51:23.760 --> 00:51:33.450

Ross Maloney: And lots of people are coming back into sections let's use that real positive energy as best we can, to power, the whole team to deliver a learning experience for young people.

315

00:51:34.170 --> 00:51:38.460

Ross Maloney: there's lots of exciting things coming down the line is your head and we hope that those.

316

00:51:39.150 --> 00:51:49.200

Ross Maloney: developments will address some of the frustrations that you voiced over the years and in the hope that it will make things easier for you to operate scouting locally.

317

00:51:49.890 --> 00:51:55.950

Ross Maloney: The focus, nobody has to be on getting pulled back into section meetings, providing safe and exciting provision.

318

00:51:56.280 --> 00:52:03.540

Ross Maloney: Because we know this goes hold the key to unlocking the skills and experiences, the young people need more snow in a week of the pandemic.

319

00:52:04.230 --> 00:52:09.300

Ross Maloney: we're here to support you, I can imagine remains that we're here to support you and ensure that all of what we do.

320

00:52:09.630 --> 00:52:14.100

Ross Maloney: is focusing on how you deliver building experience for those many young people to take part in skating.

321

00:52:14.460 --> 00:52:23.910

Ross Maloney: up within the country, so when we don't get things quite right, we don't do intentionally but do tell us middle going to quite right, more trauma, the better and but do stick with us and do keep doing what you're doing.

322

00:52:25.590 --> 00:52:30.810

Ross Maloney: Now, as a customer on these calls within dive into the numerous questions that you have been.

323

00:52:32.400 --> 00:52:42.300

Ross Maloney: asking us after see Oscar who leads our information Center has been doing a sterling job behind the scenes to answer many of your questions so.

324

00:52:42.660 --> 00:52:51.210

Ross Maloney: A huge Thank you to ask, and I see some of you have been engaging with him back and forth so and we will crack on with some of the live questions.

325

00:52:51.540 --> 00:53:01.230

Ross Maloney: So we're going to come to call first to question from allison have hard to do you try to ensure the national leadership teams have an equal gender balance.

326

00:53:02.160 --> 00:53:08.010

Carl Hankinson: Is a notice your question i'm glad you answer that I mean the quick answer and, but I want to expand it is very hard.

327

00:53:08.730 --> 00:53:20.190

Carl Hankinson: But we need to do better, quite honestly, and so, if I think about if I think about the team that we've assembled at the moment, UK leadership team is 13 there's only two female and one vacancy.

328

00:53:22.650 --> 00:53:30.630

Carl Hankinson: And you'll appreciate that doesn't feel comfortable to us so i'm very proud of each individual in the team they're excellent, you should feel well led and supported.

329

00:53:31.230 --> 00:53:42.810

Carl Hankinson: But it doesn't reflect our membership and actually allison One example is for those reasons cj, as I said earlier, just looking to replace herself as UK commissioner for perception.

330

00:53:43.290 --> 00:53:50.790

Carl Hankinson: In January, we are will begin the process to replace it, because all these term comes to enters our UK youth Commission and accepted by.

331

00:53:51.330 --> 00:54:09.330

Carl Hankinson: And for both of those for both of those roles we've been explicit and said that we are an imbalanced team, and therefore we particularly welcome candidates who are female and also We particularly welcome candidates from diverse backgrounds and it's a very demonstrable step.

332

00:54:10.770 --> 00:54:18.930

Carl Hankinson: To say look we you know, we want to ensure that our team is reflective of our membership, and you will also probably appreciate it's a controversial step.

333

00:54:19.530 --> 00:54:27.510

Carl Hankinson: Because we're receiving support and severe criticism in equal measure because we're being so bold and, but we think it's the right decision.

334

00:54:27.960 --> 00:54:30.810

Carl Hankinson: And, quite honestly, for all the reasons that you're probably pointing to.

335

00:54:31.470 --> 00:54:40.080

Carl Hankinson: So, yes, we need to do more and I would just finally say it's, not just within our UK leadership team, we have over 250 volunteers at UK level.

336

00:54:40.320 --> 00:54:50.730

Carl Hankinson: And then all of those teams just in the same way locally in teams, we need to work hard to take different decisions to make sure that those teams are balanced, I hope that helps.

337

00:54:51.600 --> 00:54:53.010

Ross Maloney: brilliant thanks, very much for that.

338

00:54:54.150 --> 00:55:08.100

Ross Maloney: matter guy come to you for a question from David what prior preparation for the implementation skills were made, as it seemed to come very quickly in September as it seemed and it seems restricted to areas of law deprivation nothing to implement came to us and our district.

339

00:55:09.330 --> 00:55:12.000

Matt Hyde: And what i'm sorry to hear that I mean you should have received.

340

00:55:13.080 --> 00:55:17.970

Matt Hyde: Quite a few membership emails that we send out during the past year and before.

341

00:55:19.020 --> 00:55:30.810

Matt Hyde: and on these webinars as well, we talked about it quite often, it was in the 2018 plan and shortly after that we secure the funding for the pilots.

342

00:55:32.160 --> 00:55:40.080

Matt Hyde: and subsequently have also been obviously communicating with it through the line management chain so i'm sorry it's not reached you yet.

343

00:55:41.010 --> 00:55:56.280

Matt Hyde: there's loads of information on the website now it's clearly not too late, it will you know we're going to be here for forever, I hope, so please find out more information there find the different ways in which you can sign up speak to.

344

00:55:57.450 --> 00:56:04.740

Matt Hyde: Anyone in the in the district as well, they will have further information and if you're interested all the details from the website.

345

00:56:06.390 --> 00:56:23.370

Ross Maloney: great man, thank you very much, Chris can I come to you for a question from Chad, which is with the sky associations newfound wealth, I still have been powerhouse will it be putting in place a more robust reserve policy, unlike that which existed pre pandemic.

346

00:56:25.110 --> 00:56:26.430

Kris Murali: Thank you for the question, yes.

347

00:56:27.630 --> 00:56:35.760

Kris Murali: The Finance Committee and the board considered the reserves policy and we have indeed revised a reverse this policy from last year.

348

00:56:36.450 --> 00:56:50.580

Kris Murali: And this is published in our final accounts, which was published after the march year and we have now put this balance of one is expenditure to be covered, and this will be the policy that we will take forward.

349

00:56:52.980 --> 00:57:02.070

Ross Maloney: brilliant, thank you very much, Chris hey helpful all it can I come to you for a question from Daddy how do I find a human use, Commissioner, is.

350

00:57:03.660 --> 00:57:04.890

Ollie Wood: Thanks debbie well.

351

00:57:06.000 --> 00:57:09.510

Ollie Wood: Hopefully, your group scout leader, would be able to help you with that.

352

00:57:10.080 --> 00:57:23.850

Ollie Wood: Or, if not a district team Member perhaps if you go along to the next just district meeting you'll be able to meet your district youth, Commissioner, but I would try any of those things, and hopefully you'll be able to identify who your youth Commission it is.

353

00:57:25.560 --> 00:57:26.880

Ross Maloney: brilliant, thank you very much.

354

00:57:28.140 --> 00:57:40.290

Ross Maloney: cj I come to you for a question and which I should come to you for two questions which are linked once from debbie which is Wednesday uniform explorer is going to be updated the all hater and isn't particles worth exploring activities.

355

00:57:40.680 --> 00:57:47.670

Ross Maloney: and, similarly, one from James, which is when what are you doing a review of the uniform and will cost, be a major factor in doing so.

356

00:57:48.870 --> 00:57:55.590

CJ Ledger: And thanks face questions and a few of the other comments i've seen floating in the receiving and and great questions so.

357

00:57:55.980 --> 00:58:00.780

CJ Ledger: If I just talk a little bit about timelines and then I can I can talk a bit more about the detail of what we're looking at.

358

00:58:01.170 --> 00:58:11.730

CJ Ledger: and say some people may remember about just before cave it was about this time, two years ago we we did quite a big survey, we did quite a lot of research and ask people for their opinions and.

359

00:58:12.240 --> 00:58:16.590

CJ Ledger: So we haven't lost that we spent quite a lot of time looking at that and getting.

360

00:58:17.100 --> 00:58:29.490

CJ Ledger: One of the biggest surveys of its type ever conducted interestingly, and so we're going to be revisiting that that's and if we need to work and go back and ask you more questions and more feedback but we're absolutely clear that the.

361

00:58:30.840 --> 00:58:42.750

CJ Ledger: Our older section so scouts explorer scout so then adults and leaving scout network that's the uniform review that we really need to focus on, we need to really look at what we were when we were at how we were it.

362

00:58:43.380 --> 00:58:52.800

CJ Ledger: How much it costs all of those factors that will be factored into this piece of work and it's not something that we can design in a couple of months, and then get on shelves.

363

00:58:53.220 --> 00:58:58.470

CJ Ledger: Later, that year, this is going to be something that unfortunately does take quite a lot of time because of the production process.

364

00:58:58.770 --> 00:59:03.210

CJ Ledger: And and i've seen some comments or questions around the sustainability, the fair trade aspects.

365

00:59:03.510 --> 00:59:16.350

CJ Ledger: All of that not just what does it look like what's it made of what What message does it send in terms of our commitment to you know the promise to the planet work as well all about factoring into into our review of what we were.

366

00:59:17.160 --> 00:59:24.540

CJ Ledger: So it's unlikely that people would actually start seeing any changes and for several years, what we're keen to do is make sure that it's youth led.

367

00:59:25.140 --> 00:59:27.840

CJ Ledger: With the people who are actually going to have to wear this stuff he.

368

00:59:28.560 --> 00:59:36.600

CJ Ledger: consulted and really helps inform that work as well and, if I may, a little plug to say right now we are recruiting for volunteers to join our team.

369

00:59:37.020 --> 00:59:43.530

CJ Ledger: And to join the perception team and to in particular to to lead and be part of the review of what we were so.

370

00:59:44.040 --> 00:59:52.590

CJ Ledger: You can have a look on a volunteer vacancies pages to have look around that say if you if you've got some strong ideas and opinions, then I welcome your expression of interest to join the team.

371

00:59:53.250 --> 01:00:01.770

CJ Ledger: But we can get you updated say, probably in about six months time, we should have another update for everyone, say, the summer term we can update you on our progress that one.

372

01:00:02.760 --> 01:00:12.510

Ross Maloney: cj, thank you for that very comprehensive create can I come to you for a question from Ashley, which is what are the details of the review of scope ages 14 to 24.

373

01:00:14.130 --> 01:00:20.970

Craig Turpie: Thanks Ross and that's a great question actually the The short answer is there is not a lot of detail.

374

01:00:21.600 --> 01:00:31.950

Craig Turpie: Yet and we're using this call to provide a bit of a heads up I think there's we've highlighted during the presentation this evening, quite rightly we've had a lot of focus on the.

375

01:00:32.430 --> 01:00:44.610

Craig Turpie: Development and introduction of squirrels at the bottom end of the age range and it sort of intention to continue that rule out over the coming years, but next year.

376

01:00:45.120 --> 01:00:55.050

Craig Turpie: We are well starting, though, and moving into next year we're beginning to stand up the team that we need to help us with that 14 to 24 review.

377

01:00:55.350 --> 01:01:09.150

Craig Turpie: which sounds easy to say but we're talking about two sections here that have been around for 20 years there's a there is a lot to review and I know from speaking with Louis dangerfield or UK commissioner for program that there's nothing off the table.

378

01:01:10.380 --> 01:01:20.340

Craig Turpie: When it comes to that review itself, and so you should look out if you're really interested for opportunities to get involved we're looking for people to help us.

379

01:01:20.910 --> 01:01:30.180

Craig Turpie: With that review at work so look out in the new year and for some opportunities, and we hope to share more details on future calls.

380

01:01:31.380 --> 01:01:31.710

Ross Maloney: Great.

381

01:01:31.890 --> 01:01:33.180

Thank you very much good great.

382

01:01:34.230 --> 01:01:42.420

Ross Maloney: Can I come to you for a question from Ian which links to YouTube and put in terms of the volunteer experience but it's campus being replaced.

383

01:01:42.990 --> 01:01:47.850

Carl Hankinson: Yes, be, and it is as good to pass up a little bit quickly early so i'm sorry about that yeah.

384

01:01:48.210 --> 01:01:59.640

Carl Hankinson: It is, I think, firstly, what I was trying to convey earlier that the way volunteer way we're looking at our volunteering work is what it feels to volunteers, you know the experience that we have.

385

01:02:00.150 --> 01:02:10.410

Carl Hankinson: However, as touched on their part of those simplifying our processes and the systems to replace that so absolutely we are replacing compass will say more about that in the new year.

386

01:02:10.860 --> 01:02:19.440

Carl Hankinson: And you and many others on the call that will be familiar with with technology will realize that there's lots of opportunities, provided these days, the wouldn't have been available.

387

01:02:20.340 --> 01:02:27.570

Carl Hankinson: When the decision to to use conference was made in about 2009 2010 actually but this needs thought for care.

388

01:02:28.080 --> 01:02:35.190

Carl Hankinson: And so we've been spending some time doing a very good process very robust process to select a preferred supplier.

389

01:02:35.760 --> 01:02:44.220

Carl Hankinson: And then we're in a position now where we'll be able to build different tools to support us with the way we manage not just adult data.

390

01:02:44.910 --> 01:02:52.080

Carl Hankinson: But some of the adults experience as well in the adult processes so compass won't be replaced with one thing will be a suite of different.

391

01:02:52.950 --> 01:03:01.350

Carl Hankinson: suite of different support tools that need to talk to each other, but from your point of view, it should feel seamless and far easier than it currently does.

392

01:03:02.790 --> 01:03:10.860

Ross Maloney: super thanks very much car and i'm aware there's lots of questions which have a detailed questions or comments in relation to all sm and.

393

01:03:11.430 --> 01:03:17.130

Ross Maloney: As Craig said, we will we're still working through the other moment and therefore don't supposed to respond to those but as things develop.

394

01:03:17.580 --> 01:03:24.990

Ross Maloney: We will keep you fully informed, but we have read the read the comments and we're taking the questions and borbon simply not ignoring them and.

395

01:03:25.680 --> 01:03:35.130

Ross Maloney: explaining why we're not going to deal with them at this point, simply because we haven't watched it through in there for a week, perhaps an appropriate for us to to make answers up which you would not be helpful.

396

01:03:36.330 --> 01:03:43.770

Ross Maloney: And tj can I come to you for a question from debbie in the summer I sent a plea for health by DC, as we have no desk it wasn't acknowledged.

397

01:03:44.370 --> 01:03:54.870

Ross Maloney: Do the best I can with my team, but like support all this meeting all this meeting and emails from district seem to tell me is I need to do more, both discuss decision doing sport me.

398

01:03:56.970 --> 01:04:02.430

CJ Ledger: And i'm really sorry to hear that that for me that doesn't sound good and I and.

399

01:04:03.000 --> 01:04:09.510

CJ Ledger: So if you if you'd like to get in touch i'd love to understand a bit more about how he can help you personally, but I think it is really important that we.

400

01:04:10.170 --> 01:04:14.700

CJ Ledger: Provide we provide support and there are a number of different ways that's available and.

401

01:04:15.600 --> 01:04:23.700

CJ Ledger: It would be good to explore how your how you're supporting how talking to DC and if you haven't got a desk in place a district explorer scout, Commissioner.

402

01:04:24.000 --> 01:04:30.690

CJ Ledger: And that's a really, really important role, having been involved in this pro scouts as my section I think it really is important so.

403

01:04:31.080 --> 01:04:35.760

CJ Ledger: And, especially if you're putting your hands up to say I can I can help I think i'm always keen to try and.

404

01:04:36.330 --> 01:04:42.540

CJ Ledger: encourage people if you're if you're saying I can help us find a way of doing that, but also make sure you put your support and.

405

01:04:43.200 --> 01:04:46.770

CJ Ledger: There are hopefully maybe in that neighboring districts as well.

406

01:04:47.070 --> 01:04:55.470

CJ Ledger: And sometimes going outside your own boundaries is can be a source of support, and I think, as you get older you've got less explorer scout units in a district quite often again.

407

01:04:55.770 --> 01:05:05.850

CJ Ledger: From my experience it's quite handy to if a if a group of districts sometimes can come together to run events and provide support for each other that's really helpful for young leaders and certainly likely to me a.

408

01:05:06.330 --> 01:05:13.320

CJ Ledger: sort of a group of districts are coming together to support young leaders so they've just got enough people, but in a buff enough leaders and and young leaders.

409

01:05:13.980 --> 01:05:19.830

CJ Ledger: To run some of the trainings that's required and and for those young young young people and adult volunteers to have a good time.

410

01:05:20.280 --> 01:05:29.370

CJ Ledger: And so I think it's quite difficult for us to answer specific questions, but do you do, you get in touch and if you don't the Center line Oscar can make sure it comes to it to us and we can.

411

01:05:29.640 --> 01:05:38.400

CJ Ledger: pick up specific issues, but I do want to make sure that people do feel supported that they feel encouraged and they feel valued as volunteers that's all we're all here today.

412

01:05:39.930 --> 01:05:42.300

Ross Maloney: brilliant, thank you for that cj and.

413

01:05:42.780 --> 01:05:44.760

Ross Maloney: Whether or not very many questions so if I.

414

01:05:45.000 --> 01:05:52.050

Ross Maloney: Had remaining so if there are questions, people are desperate ask them, please do drop them in to the Q amp T and we'll do our best answer Mississippi.

415

01:05:52.710 --> 01:06:10.650

Ross Maloney: Also, done a brilliant job to ensure that you're getting the responses that you need cj can come back to you for a simple question from James little uniforms, will the uniforms to CS go uniforms be updated as as no changes, adding of explorer scope and scope networks actions.

416

01:06:11.250 --> 01:06:20.160

CJ Ledger: That all everything everything that we were is that fair is is part of our review at the moment, say yes absolutely and the original project team.

417

01:06:20.490 --> 01:06:26.190

CJ Ledger: For the what we were review included a scout leader actually so yeah we're very conscious of all the different.

418

01:06:26.880 --> 01:06:32.430

CJ Ledger: Variations what happens in there Celtic nations i've learned a lot about different types of socks, and things it's fascinating.

419

01:06:32.790 --> 01:06:49.560

CJ Ledger: And, but yes, we know it's really a motive topic the pages, the chapter on PR is lengthy at the moment, so yeah everything as as Craig was saying about the 14th 24 review and, at the moment what we were everything's on the table, apart from our commitment to remain a uniformed each organization.

420

01:06:52.140 --> 01:06:52.590

Ross Maloney: Great.

421

01:06:56.220 --> 01:07:03.030

Ross Maloney: i've got one final question, I think, which we just asked which I think it's a Carl which is from Paul.

422

01:07:04.080 --> 01:07:15.180

Ross Maloney: Just a long term idea, why do we all, including government agencies keep talking about be me or LGBT focus I realize that it is, it is used to.

423

01:07:16.080 --> 01:07:29.640

Ross Maloney: used to fork to focus the differentiation and ethics and gender and orientation or why don't we invent a new inclusive term refreeze so just eq ic a call to inclusive, it does require about the return sorry.

424

01:07:31.230 --> 01:07:42.690

Carl Hankinson: or read them commentary, I mean the first and foremost I think it's a great idea, secondly i'll tell you what my own personal concern is a little bit with this stuff is that I find that.

425

01:07:44.640 --> 01:07:51.300

Carl Hankinson: As you point to we get quite anxious about the language that we use and.

426

01:07:52.470 --> 01:08:00.060

Carl Hankinson: Often we all want to use the right language, because we want to do the right thing we're good people and we don't want to.

427

01:08:01.290 --> 01:08:10.890

Carl Hankinson: We don't want to offend anybody, and the challenge that that presents is that sometimes we get tied in not so i'm probably put in a position where.

428

01:08:12.030 --> 01:08:24.000

Carl Hankinson: We need to feel our way through these topics together, even through the race equity report and the external consultants that worked with us some of the conversation we had on language they would give us an insight into.

429

01:08:24.840 --> 01:08:34.740

Carl Hankinson: into this topic and say there is no settled view you know government at UK level you've set a language, it might be use different form of acronyms or language elsewhere.

430

01:08:35.160 --> 01:08:41.580

Carl Hankinson: Different parts of sectors use different it it's just a very difficult topic and, within that we're all trying to make sense of.

431

01:08:41.970 --> 01:08:49.050

Carl Hankinson: Of these things, so I think for me or you've got a great idea there but let's just keep talking with each other let's feel confident in.

432

01:08:49.350 --> 01:09:02.010

Carl Hankinson: Expressing you know our views and our concerns, because we want to do the right thing and we want to make sure that for scouts, this is an organization where everybody feels welcoming but yeah thanks for the phone.

433

01:09:03.750 --> 01:09:16.290

Ross Maloney: brilliant Thank you go and cj I come to you for a question from David in relation to the information Center when is the intuition says a good open to we can talk to people in the fall not having to send emails and waiting for replies.

434

01:09:18.090 --> 01:09:18.270

Ross Maloney: and

435

01:09:18.630 --> 01:09:29.250

CJ Ledger: Thanks for thanks for that question it's something we're looking at at the moment you hopefully will remember that back in March last year, when everyone had to work from home due to the pandemic, we had to turn off the phone lines just.

436

01:09:30.540 --> 01:09:38.700

CJ Ledger: So we couldn't have that technology available, but we are working out how we can provide some kind of telephone based service.

437

01:09:39.150 --> 01:09:45.810

CJ Ledger: it's likely to be a request a callback service, rather than just being able to dial a number and speak to someone live, but we.

438

01:09:46.050 --> 01:09:55.230

CJ Ledger: were just working through the details of that we're also working through how we might be able to provide other other means of communication, say, introducing things like whatsapp and.

439

01:09:55.740 --> 01:10:04.050

CJ Ledger: we're also on social media and looking to expand, you know if he contacts us like you do with other other big brands corporate companies, you know if you if you.

440

01:10:04.140 --> 01:10:06.720

CJ Ledger: Direct message people on social media then then.

441

01:10:06.780 --> 01:10:20.070

CJ Ledger: You can get a reply that way as well, so we are we're i'm personally really keen that we provide as many ways possible to provide support to provide questions and answers to to our leaders and.

442

01:10:21.120 --> 01:10:24.780

CJ Ledger: and say we are looking at that at the moment we won't have an update for a few months, but.

443

01:10:25.170 --> 01:10:35.610

CJ Ledger: In the new year we'll come back to you with with more information and try some try some of these new activities, so we definitely hear you looking at how we can actually make that practically logically possible as possible.

444

01:10:38.460 --> 01:10:49.410

Ross Maloney: cj and we're still waiting for one more question which is slightly cheeky naughty but as we're as we're on a roll and we've got him going do question from David other any plans for an official squirrel flag.

445

01:10:49.740 --> 01:10:52.170

Ross Maloney: Of a Sim call to the floods over all the sections.

446

01:10:54.360 --> 01:11:05.220

CJ Ledger: So we do have flags for squirrels they are handheld flags and it is something that we've debated long and hard actually around producing an official.

447

01:11:06.210 --> 01:11:18.660

CJ Ledger: squirrel flag in the same style that we have for for beavis COPs and the other sections and what we landed on and actually talking to young people is what we're really encouraging is little handheld flags that then everyone can take part in and wave.

448

01:11:19.800 --> 01:11:28.410

CJ Ledger: It it's also much more cost effective because let's face it, even the cheapest flag still costs money and is that really where we want to be spending our money.

449

01:11:28.830 --> 01:11:44.100

CJ Ledger: And it looks so much better and more engaging if everyone can have a flag and wave that when they're when they're out and about and investitures and all of those different things so currently we aren't going to be producing a squirrel scout flag in the same.

450

01:11:45.390 --> 01:11:51.780

CJ Ledger: type of material or anything like that say, but do you get the little handheld scanner scan flags, because I lovely.

451

01:11:53.220 --> 01:11:56.250

Ross Maloney: brilliant, thank you very much, great stuff and.

452

01:11:56.340 --> 01:11:57.480

Ross Maloney: i'm conscious, there are.

453

01:11:59.370 --> 01:12:08.790

Ross Maloney: Other comments in there, but the comments relevant questions so given that and I hope we've given you sufficient opportunity to ask the questions you want to we've got here that there's.

454

01:12:09.570 --> 01:12:16.530

Ross Maloney: Obviously we've gotten to half past day, but if if there's nothing else i'm going to suggest we hand over to Carl to wrap us up.

455

01:12:18.810 --> 01:12:27.720

Carl Hankinson: Thanks, for us, I will i've got a few a few comments that wants to make just as where we're finishing if i'm a book so firstly let me just deal with some facts on on.

456

01:12:28.530 --> 01:12:34.740

Carl Hankinson: For this and want to thank the team that you've heard speaking tonight, and you will appreciate it.

457

01:12:35.040 --> 01:12:42.510

Carl Hankinson: it's quite a bit of effort for all the right reasons, but I mean just thanks so much for fuel for giving your time and also to Chris that's joined us for.

458

01:12:42.990 --> 01:12:49.140

Carl Hankinson: Questions answers as well, we would have been stuck on some of the financial questions will help our director of violence there's no, thank you.

459

01:12:49.500 --> 01:12:56.280

Carl Hankinson: Who you haven't seen tonight are for people that are behind the scenes we've got him on and we've got Tom we've got roles and we've got Oscar.

460

01:12:56.730 --> 01:13:08.280

Carl Hankinson: And and look honestly they do the real way to make these things happen, you know so again, we would be stuck without them, so thank you so much for you, giving up another view or evenings time and.

461

01:13:09.330 --> 01:13:19.740

Carl Hankinson: ought to thank everybody on the call for joining and just reflect over the next few months, if I may, and we've taught, this evening we genuinely believe that.

462

01:13:20.490 --> 01:13:30.630

Carl Hankinson: You know, we have had an exciting few weeks of course it's difficult, of course, it's tough, of course, there's challenges and everything is not always perfect and we know.

463

01:13:32.130 --> 01:13:37.200

Carl Hankinson: lots of other involved locally as well, we know that there are some challenges but there's also some really good things happening.

464

01:13:37.710 --> 01:13:47.070

Carl Hankinson: And we've really wanted just to try to convey that flavor tonight of enthusiasm of passion of positivity and also some fun.

465

01:13:47.700 --> 01:13:55.650

Carl Hankinson: it's not because we're neglecting the fact there are challenges but it's because we think it's important now to remind ourselves that there is a lot of good things happening as well.

466

01:13:56.130 --> 01:14:05.460

Carl Hankinson: Over the next few months before we have the opportunity to get together again like this and we've got the date set out for 2022 all through the year you'll hear more about them.

467

01:14:06.060 --> 01:14:13.230

Carl Hankinson: There will be progress made and we want to make sure that these sessions are content rich that the work for you, so therefore.

468

01:14:13.620 --> 01:14:22.230

Carl Hankinson: If this isn't working for you to tell us, please, please tell us we welcome feedback, because you know our role really as a UK courses, is to support yourself.

469

01:14:22.680 --> 01:14:27.780

Carl Hankinson: It really is particularly this evening, particularly with the people that do work directly.

470

01:14:28.290 --> 01:14:38.010

Carl Hankinson: with young people, you know you're the absolute heart of this organization and so you know we've really got to work so hard to support you to tell us if it's not working for you and.

471

01:14:38.820 --> 01:14:42.180

Carl Hankinson: So we hope it's been a good use of your time tonight and therefore thank you to you.

472

01:14:42.660 --> 01:14:54.150

Carl Hankinson: Do you know it's been incredibly difficult over the last 18 months we've all got our own experiences of the challenges and also the good we've done no other organization know charity.

473

01:14:54.540 --> 01:15:01.950

Carl Hankinson: has delivered as much too young people, as we have outside of the formal education session I hope you're proud of that I am bursting with pride.

474

01:15:02.310 --> 01:15:07.440

Carl Hankinson: about it we've done a tremendous thing at a time that young people have needed so much that they really have.

475

01:15:07.710 --> 01:15:17.250

Carl Hankinson: But thank you for you, for persevering because it's been tough in our own lives with the demands for our families and our workplaces and everything else that the pandemic is thrown at us.

476

01:15:17.790 --> 01:15:26.670

Carl Hankinson: it's been incredibly hard, but through that you've done an amazing thing for young people, thank you so much let's now look forward to 2022.

477

01:15:27.180 --> 01:15:35.730

Carl Hankinson: As we can do more, and you know share that passionate enthusiasm, whilst we're challenge with some of the numbers for adult volunteers for sure.

478

01:15:36.240 --> 01:15:49.650

Carl Hankinson: We also know that other people want to join us now is a great time for scouting so thank you for everything that you're done good evening and we hope to see and hear from as many of you, as we can, next year, all the very best now.