

Early Years Scouting - Membership Temperature interviews

Wave #2 (February 2020)

Summary

In February 2020, programme and comms colleagues contacted 144 Group Scout Leaders and District Commissioners, chosen at random from Compass, to understand their levels of awareness and views regarding our early years work. 57 members answered and undertook the interview. A sample of Beaver Scout Leaders will also be contacted in February 2020.

We found that the majority of members interviewed were aware of our early years work in more detail compared to the last wave. Concerns raised included volunteer recruitment, training, safeguarding, effectively engaging the children and existing volunteers. Opportunities highlighted included an additional route to volunteer recruitment, impact on young people and recruitment of young people.

Ultimately, we found that District Commissioners are currently most supportive (80%) followed by Group Scout Leaders (73%).

These insights will be used to inform our communications strategy, with one more wave of interviews in May 2020.

Levels of Awareness

We asked members, *"The Skills for Life Strategy launched just over a year ago. In that plan, we committed to exploring early years Scouting. Have you heard about early years Scouting?"*

We found relatively high levels of awareness, with 83% (n=57) having heard of our piloting work. Members had heard about it through the website, HQ emails, webinars, GSL meetings and pilots in their county.

Role	2019		Feb 2020	
	% with awareness	Sample Size	% with awareness	Sample Size
Beaver Scout Leader	100%	10	-	-
Group Scout Leader	75%	8	75%	40
District Commissioner	100%	15	100%	17
Unknown	100%	3	-	-
Total	94%	36	83%	57

We also asked *"If yes [the member is aware], what have you heard?"* to understand what messages are getting through. Prominent points were:

- It's a section that's being piloted for younger people aged 4-5
- People are asking to be a part of the trial
- Different to Squirrels in NI, three models are being trialled
- It's been funded by DoF in England and now Scotland are hoping to run pilots
- It's being trialled in underprivileged areas (some can recall all three models – parent, family and Scout-led)
- It's provisionally called Hedgehogs
- Groups can't start without permission

Concerns

To understand what issues members are concerned about, so that we can target evidence and messaging, we asked “Regardless of whether you are in favour or opposed to early years Scouting, what concerns do you have about early years Scouting?”

The most common points raised included:

- Getting enough leaders as there’s a struggle to get enough already
- Safety procedures, legislation and training

Other concerns included:

- It could be seen as cheap childcare
- Toileting issues
- Scouts burn out
- The programme – will it be ‘Scouty’ and will the children be able to effectively engage with it?
- Overcoming the negative feelings from leaders

These concerns remain fairly consistent with those identified in the Sept 2019 calls, however, there seems to be more concerns around the programme and legislation in the latest research.

Opportunities

To understand what evidence/messages would reassure members, we asked, “Regardless of whether you are in favour or opposed to early years Scouting, what do you think the opportunities are with early years Scouting?”

Common points raised included:

- The earlier we get kids in the better – great for their development (‘get them away from iPads!’)
- Opportunities to attract more leaders
 - It will allow us to get more parents involved due to the age of the children
 - Good for young leaders to support that age
- We can get more girls involved in Scouts as we are losing them to Girlguiding from Rainbows
- Better retention and easier transition into other sections for young people and leaders (due to leaders building confidence with this age group)
- An opportunity to reach communities and families we don’t currently engage

The opportunities raised again remain consistent with the last wave of calls, however it appears there’s more awareness about the opportunities in underrepresented communities.

Overall Support

As a crude method of understanding how supportive the Movement is of early years Scouting, so we can see if this moves as a result of communicating our learning, we asked “As it stands, do you think early years Scouting is a good idea?”

Around three quarters of the membership supported the concept of early years Scouting, compared to just two thirds in September. Support is stronger with District Commissioners and least with Group Scout Leaders, District Commissioners were the least supportive group in the last mood member calls. Comments raised by members who were both supportive and unsupportive reiterated concerns regarding leader recruitment, legislation and training.

Role	Sept 2019			Sample Size	Feb 2020			Sample size
	% Yes	% Unsure	% No		%Yes	% Unsure	% No	
Beaver Scout Leader	80%	10%	10%	10	-	-	-	-
Group Scout Leader	75%	0%	25%	8	70%	13%	18%	40
District Commissioner	47%	27%	27%	15	83%	12%	5%	17
Unknown	33%	0%	67%	3	-	-	-	-
Total	61%	14%	25%	36	74%	12%	14%	57

Liam Burns

Chief Programme Officer

Appendix 1: Raw Responses

Role	The Skills for Life Strategy launched just over a year ago. In that plan, we committed to exploring early years Scouting. Have you heard about early years Scouting?	If yes, what have you heard?	Regardless of whether you are in favour or opposed to early years Scouting, what concerns do you have about early years Scouting?	Regardless of whether you are in favour or opposed to early years Scouting, what do you think the opportunities are with early years Scouting?	As it stands, do you think early years Scouting is a good idea?
District Commissioner	Yes - a little bit	I applied but didn't expect to get it as i'm based in wealthy Hertfordshire, but i'm curious about it	I'm wondering whether its just to try and better Girlguiding as they start earlier in life. Are we trying match competition? Another issue is its already a struggle with Beavers to get them to engage and understand whats going on so it may be even harder with younger kids	It might get young people in certain areas out of their houses, young people have too much access to screens so this would give them opportunities to mix with other people whom they might not normally mix with. Nurseries are very expensive in comparison to Scouting.	I think it will be difficult to implement because we've struggled to find leaders for all the existing sections. Younger age groups will require leaders who understand younger peoples behavior more. It;s quite a tall order to be able to engage with much young age group.
	Yes	I know its being trialed in regions but I haven't heard any feedback.	Toilet issues, having a toddler myself I know that some kids are age 5/5.5 until they're trained and I know I wouldn't want to have to deal with that as a volunteer	Getting parent involved with them. For example, tumble tots it gets them started at a young age gets adults used to helping/volunteering and therefor they're more likely to follow through with it.	I'm torn, I wouldn't like to do it myself but I would probably take my own toddler.
	Yes	Limited trials, external funding, 3 formats, name of the programme, Southampton on social media advertising trials, also heard not to start without permission	No particular concerns	Opportunity to informal education earlier in their lives. Good feed into Beavers, engage with more adults.	In principal yes, would like to know more though
	YES -	Different from NI - Serveal different ppulots. Diofferent models to see which works. Membership emails and scout website...	Only concern is the same about all scouting... identifying asdults and a venue.	Not sure - I don't know enough	No simple answer - difficulty recruiting adults.
	Yes	I've probably heard more than I can recall. When you first launched it you were looking for groups and i did have a read of things then, but thats about it.	No I dont think so	I'm not 100% sure. It would help to encourage adults into scouting as it takes away that age old problem of not having time when having own kids to become a volunteer. I'm not sure of other benefits it would bring but I guess it depends on what shape it takes.	On balance probably yes. I guess it depends on what shape it takes.
	Yes	The next district over (my friend), they have hedgehogs already. I'm planning go to visit my friends hedgehog group	For lots of scout groups, the leaders are very concerned about getting vols and adequate facilities for the young ones (e.g. toilets). Lots of group are struggling for volunteers for Beavers at the moment. And some people that I know who want to jump straight in.	Yes - get them young. Rainbows start as age 5 so lets get them first instead of doing a year at Rainbows before hand.	Yes
	Yes	Just read a few things about it	Not particulay	Potentially - could be good in a few ways	Yes
	Yes. Pilots taking place in West Yorkshire. Seen some of the pilots in action	Seen sessions. Heard feedback also. Hopeful for it to be a success.	Biggest concern is overcoming the negative feelings from Leaders.	Engage with communities, young people and parents early on.	Yes

	YES - not hear much	Facebook and email - just a little pieces online	Barriers to getting volunteers	Yes there are lost of opportunities	Yes - capturing youth members as they go to school is a good thing
	Yes - small piece to see if anyone wanted to take part in the pilot	Emails - from the TSA and then from RC	Mainly getting leader to engage,. Is it viable as a actyua;l section. Understands it happens in NI. Do not know how it will translate. Beavers had problems and now is fine.	Lost of opportunity. Better lead into Scouting for younger people. The younger the better. Easier to get them engaged. Definately a gap and we will find volyunteers for it.	YES - I do not think many people have thought about it past the inical perception. People have not given it that much thought. Some will need to be brought around. More concern for Section leaders and GSL than others such as DCs
	Yes and keen to try - email	Its trialed in england - money came from DoED. 3 different strategies. And now funding for scotland and hoping to run 8 projects	How 'scouty' what we do with them is... or is it just an extension of nursery school.	Great for programme and intrcing schouty skills earlier - getting parents involved for early years	Yes - I think it is a good idea. Right to look into it. And freom what I have heard most people are possitive - worry regarding baby sitters but I don't think that is needed. We ahve good contacts with the school
	Yes	I've been to sessions as we have a pilot running in county so I know quite a bit about it	No I dont	Yes - in my opinion its a good thing because it extends benefits of scouting to a younger age group, but also I imagine the opportunity to engage adults in scouting is greater with this	Yes definitely
	Yes	In certain areas around UK, mainly London and underprivileged areas. Run by adults potentially running Beavers running in with younger age group. Young people under Beaver age.	No, no concerns. Got an ideal Scout group to do it and applied to get involved when it was announced.	Gives it an extra force to then start Beavers. Gets them into a routine and with different children to pre-school and into the mindset of Scouting.	Yes, absolutely
	Yes	Going to be for younger age groups - that the group was going to be called Squirrels or Hedgehogs.	Whether it is a little bit too young. Depends on what they will do in the sessions. Beavers and Cubs are already similar and this may be too similar also.	Getting children involved in Scouting earlier. Getting more kids into groups.	Yes, as long as it's run properly. What would it entail for Leaders?
	Yes	Not aware of much about it	No - I think it's a good idea	I think we loose a lot of girls to Girl Guiding at earlier age and so this would help with that. We're a white affluent area so I don't think it provides many opportunities in our area.	Yes.
	Yes	That the pilots were done in England, there were 3 models. Provisionally called Hedgehogs. Family and parent child model, traditional scouting models too. Children are 4 and 5 year olds. There has been a programme designed for them.	Not many. We are stretched for Leaders. To make any new programme work, we are lacking people to mentor others which is important.	Opportunity to get involved more volunteers from early on. Big opportunity to reach communities and groups that we don't currently engage. Offers these families support. Spot families.	Yes. We do need to expand the Scouting family. There needs to be investment in mentoring and coaching.
	Yes	Applied for the pilot after attending Gilwell Reunion. Was not successful in their application. Intensively Leader led.	Capacity. Currently struggle as it is.	Getting young people in early. Good engagement with parents too. For you	Yes. With consideration around capacity.

Role	The Skills for Life Strategy launched just over a year ago. In that plan, we committed to exploring early years Scouting. Have	If yes, what have you heard?	Regardless of whether you are in favour or opposed to early years Scouting, what concerns do you have	Regardless of whether you are in favour or opposed to early years Scouting, what do you think the	As it stands, do you think early years Scouting is a good idea?
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	you heard about early years Scouting?		about early years Scouting?		opportunities are with early years Scouting?	
Group Scout Leader	Yes	in my group I used to be the squirrel leader and then heard England looking into it	No concerns		Starting to work with the Squirrels actually gave me the confidence then to work with other ages, I would have had bad anxiety and helping out with that age group where there's no expectations with what you have to do it's really helpful. I don't even know if I would have helped out in Beavers. They're better behaved at that age, Squirrel programme is fantastic. Our group had closed Squirrels section as more Beavers moving to Cubs than Squirrels. Last summer did lots of marketing and got 16 squirrels. Especially in NI where competing with Boys Brigade it's the age you want to start at. A lot of people want something that a 4 year old can go to, it provides that option as limited. To try recruit - when parents contacted to ask to join Squirrels must put name down to help a hand and they're then engaged and now it's asking them to leave as there's so many people. But parents absolutely love it and they want to be more involved. New leaders are able to run the programme easily as set activities can just hand over.	110% roll out
	Yes	Is it the Hedgehogs?	Availability of leaders		Skills for life - great to get into it as early as you can helps settle down to Beavers such a great organisation to be a part of	Absolutely
	Yes - a little bit	Idea is to start Scouting before Beavers	Enough leaders to run it - struggle to provide at present. Addition issues such as potty training due to age. May need to run it too early, will we be used as a babysitting service?		Getting more parents involved due to age of young people.	Can see the pluses and minuses - scale of 1-10= 5 1/2. May be hard to achieve but interested to see how it goes.
	Yes	Heard of it through communications (new GSL webex some talk of it on there)	Harder for average Scout Leader to do more with programme e.g. Adventurous activity being done at an earlier age. Once they get to Scouts they might have done everything. A new set of Leaders to find and retain. Why are we heading in that direction when there are so many volunteer vacancies.		Not really thought about it.	Don't know. Not given it enough thought. Haven't yet weighed up the pros and cons.
	Yes - but still new and finding your feet	Read about it the new website when she strated her role	Making sure there are skilled leaders to take it on. Would I need to go and find Leaders to run it?		Great idea! The earlier we get kids involved the better. Especially in relation to going to school, things you could teach them in that	Good idea

				environment that they wouldn't get in school	
Yes	I heard that it has been trialing in Southampton and Birmingham. On the website and management email. Respective parents helping with kids 4-5. My CC Dexter has put him forward for an event in Solihul	As long as the parents are willing to help and as long as there is specific training for the age bracket I don't see what the main concerns are. Kids involved at a younger age will stop them getting in to trouble.		Kids get in younger. You will be able to grow them earlier. Whole new pool of young people as soon as they go to school.	Good idea yes!
Yes	Heard about it but haven't had time to read anything about it. Spend all my time getting leaders don't have time to read all of the emails that come through	Not sure		Not sure	Hard to say
Yes	I'm getting requests. Its a pre Beavers set up with badge work and what I know is we are having a number of parents asking for it already. People are asking to be part of the trial. Interested to see to the results.	I do. I'm concerned about a drop off and retain them all the way through from Cubs into Scouts and then into Explorer Scouts. There aren't many that go all the way through and worry that we'll lose more. How do you ensure that youngsters stay interested all the way through. There's a potential for parents to see it as cheap child care. In our areas of rural Wales children start school at 3 and they are very tired by the time it gets to the end of the day so I'm not sure how that will work.		I see opportunities everywhere but there's limited time to do it all. The activities side seems under supported. Training to do adventurous activities would be great, we don't have the funds to do it. We're desperate to do more but its all about time and money.	I don't know. I'm divided. I'd be interested to try it out and see how it goes. Making it different across all age groups worries me to keep their interest along a number of sections. It would take a very creative person to make it work. The badges and programme will need to be good to make it interesting. I have leaders willing to run it but it would need to be challenging.
Yes	I know it's being trialed through membership comms and MSF	Concerns around supervision required, the right number of leaders at the right skill level - comfortable with that age group		Opportunity to introduce Scoutign at an early age to get them out and about doing stuff. Build the mindset to be more active and less digital	It is a good idea (as a GSL). Some of the leaders have mixed emotions about it. As long as we can manage the kids and make sure the programme is interesting.
Yes	Its a section for younger people	Greatly concerned on the impact of the child care register and the legislation and requirements that we will need to follow. POR is large enough already.		No personally. Provision is best left to other people. I'm traditional. Beavers is ok but not really Scouting. Doesn't feel like a good move. Scouting has bigger things to worry about.	No
Yes	Just that there's been pilots for 4 & 5 year olds	Yes, where the leaders would come from, the training of leaders to deal with that age group (en masse) when our kids went to a playgroup the legislation, rules and training for that age meant it'd be completely unworkable. Beavers and Cubs starting younger, doing more and more getting Scouts then dropping out as feeling like they've done everything. Worried about burn out. Bulk of explorer training about being young leader. Could possibly lose leaders.		Not sure as struggle is getting leaders unless parents get involved tends not to happen	No
Yes	It's a group that precedes beavers bringing a younger age range. Heard it at a GSL meet. Local pilot	Main concern - volunteer run. Below 6 - nursery ages - training would be a lot to take on. Getting and keeping leaders is an issue. Safety might be an issue. Programme - what does it look		No benefits/opportunities - it's a struggle for leaders as it is without introducing more need!	No

			like? How will it be a Scouty for that age group. How will you keep it exciting as they move up to other sections? What does reasonable adjustment look like? Parent helpers tend to leave at Cubs - will the same happen?		
No			Bit soon, done beavers & cubs and now kids at Scouts age - don't think appropriate for that age	No	No - should stick with where we are at a bit overloaded anyway
Yes	Heard through a newsletter but not much knowledge		Is 4-5 years too young? Very little, just started school. Would their level of understanding be at the right place to engage with the programme? Lots of effort. Attended a Beaver afternoon tea and felt anything young than 5 would be nannying	Not really - 5 3/4 is perfect! Been at school, bit more independent and they have more education	No from experience
Yes	Considering some pre-Beavers		Maturity of the children. Appropriate leaders, need good ones able to work with 4-5 year olds. Lack of leaders.	Learning that is not risk averse, can have more fun.	No. Will be another babysitting service.
No	Oh, you're talking about pre Beavers. I personally wouldn't agree with it. Beavers is young enough. The workload seems like a lot. Asking for too much to find leaders and the amount of care.		What kind of programme would you run with them. You'll have to have an engaging programme. Games they will run around but when it comes to entertaining them only 10 minutes will work. Hard work for the leaders to keep them entertained for long enough. Need to look for specific leaders who might be able to help. Parents may be able to start but they will move onto the next section.	I suppose the earlier you start the longer you'll keep them or the earlier they leave.	Not really no. It will put too much strain on the movement. Its hard enough with the current ratios. I worry that they'll start asking us to take them on camps.
Yes	About different models. I think one of them is where parents stay with the children		Additional regulations / safety procedures we need to put in place to cater for the age range	If the parent model is a success I can see it bringing more leaders in	Not sure yet
Yes!	She is aware because she knows Squirrels - helps out now and again		No concerns at all.	Little ones love it. When they come from Squirrels to Beavers you can tell who has been through it - more outgoing, more confident and it is not as big a shock.	Thinks it would be a great idea to be rolled out!
No. Not aware of early years	I think that getting leaders who can work with the appropriate age group could be a problem		You'd need the right kind of people to be able to run the programmes	We're struggling to keep ourselves going with lack of leaders	We have a lack of leaders to run what we already have but in an ideal world I could see early years being a good idea. We would need to tailor our activities but I could see some advantages.
No	-		No sure. As parent would love it but as leader it would be difficult because the transition into Beavers is already difficult.	Yeah.	Yeah good idea once it's starting building up. It could make the transition into Beavers much easier
No			Getting more leaders, could overload amount of young people moving into Scouts.	More members giving young people new opportunities.	Yes
Not really	Is that the start of the Squirrels?		No concerns	It's good for TSA Good for family and already taking older cubs - opportunity to take	Yes

				both and maybe parents will get involved	
Yes	I think there is a pilot in the County, possibly Chesterfield?	No concerns. It's a good idea		I think it will bring in more children and adults which can only be a good thing	Yes
Yes	Lots of places - GSL meeting, one provision in district, discussions about roll out	No - complete opposite!		Daughter joined Rainbows because she was 5. Moulding younger side of Beavers - progression through each section. Shortage of girls because Guiding is taking them early doors (perception). Share EY across multiple groups at district level to share leaders	Yes
Yes - is it 2 and 3 year olds	Heard very little, is it putting Scouts into schools?	No not at all		I think if it was put into schools it would be good	Yes
Yes but heard or seen nothing since it was first announced	I have no concerns but I would be concerned about the amount of leaders and ratios required.	No think it's a great idea		Children are most receptive the younger they are. They pick up lots of things at that age and a perfect time, and understand the principles.	Yes
No	N/A but we do have 4 & 5 year olds on the waiting list	Plenty of kids - but lack of Leaders. How will you recruit for this new section? Beaver leaders struggling - 3 leaders for 26 young people already feels like a struggle.		It would be brilliant. Daughter became a beaver and she went from OH to BSL to GSL (so sees benefits for volunteer recruitment). Beavers gave variety for her daughter after she tried loads of after school activities. It could be a niche for that age group if the programme is pitched right	Yes - as long as infrastructure is in place.
Yes	Hedgehogs	Would need extra leaders or parents, which can be hard to do. Would be better to take Beavers from 5 instead.		For 5 year olds it will have a lot of benefit - but too young for 4 year olds.	Yes - but not for 4 year olds. Start at 5.
Yes	Heard of the Squirrels - it's for ages 4/5 upwards and in conjunction with local childcare providers where there will be an opportunity for them to start in Scouting with support of childcare professionals	Lack of leaders, dealt with children at that age so it's trying to engage them - attention span limitations - is an hour too much or half an hour not long enough. Beavers can introduce Scouting skills - with hedgehogs thinks quite limited - more like a creche		It does increase family network of Scouts within troop - gets kids involved and engaged much earlier so less likelihood on having a younger age list getting into Beavers, more progression to follow through	Yes - If properly managed
Yes	Hedgehogs - trialing. Facebook, magazine emails	Make sure the programme is appropriate and safeguarding is catered for effectively. Volunteers might need to have childcare training. Beavers are more independent so expect more care is needed for younger ones. Assume sessions would be shorter and earlier. Volunteers might be tricky to recruit		Lots of young people in that age range, could be an attractive offer. Would other childcare settings be competition? If partners ran it, this would be a really good thing, particularly as they would be employed with quals to help.	Yes - it gets younger children outdoors and into the Scouty way of life
No - New group	On the webinar, but didn't really follow up on it.	Outdoor skills camping etc would be more challenging. Indoors all good		Yes - It would be good to work with younger age groups than beavers. They will get into Scouting younger and the leaders have a longer time to see them develop	Yes - people approaching from younger ages to join the group already, so waiting lists are long.
Yes	Just the fact that there's a desire to look at bringing kids into TSA at a	Not any real concerns		Introduce the fact that it's a fun activity, lots of things to do, whole	Yes - Think it's a good idea, a lot of stages can be quite daunting so

		younger age to get the whole process of being Scouts going earlier		idea of getting kids outside is a huge part and if can do in safe environment at whatever age it's a great thing	some principles can be easier to pick up
No - not heard of it	n/a		Some experience - he brought his daughter along aged 4 to Beavers and saw the benefits. No concerns only positives	Beneficial for younger members, especially those just joining in to schools. It might help with transition to starting school. Building skills as they go through Scouting	Yes a good idea! We run in a school setting and there are children of that age we have had to turn young people away. Parents really want them to join. I can see the benefits of recruitment - at 5 3/4 parents are reluctant to leave the young person on their own
Yes	We run Squirrels and have heard it is being discussed nationally		No concerns at all - it works well - they move up to Beavers, it's a natural progression	Run on the same night after eachother. When they are older they join Beavers after Squirrels, makes the transition easier	Yes absolutely a great idea
No	n/a		Not enough leaders, need high ratios	Lots of benefits - great opportunities for more young people. Get them out in nature and away from computers.	Yes definitely. Get them in young!
Yes a little bit	I read about a group in Southampton who was one of the pilots.		Additional leaders and meeting space	Good opportunity for children to start earlier. Rainbows have done it for years. Why shouldn't we.	Yes providing we can find more leaders
Yes	Piloting		Teacher by profession so thinks it has it's benefits but the requirements need to suit it. The requirements for Beavers, Cubs and Scouts can be too difficult with the age groups already. There would need to be serious additional training.	Gives children more practical skills which at the moment they are not getting because they are at home with ipads. It brings in younger age groups. Parents who have children in Scouting want their younger siblings to join in too.	Yes, if the training is right. Some leaders still have an old school way of thinking so need to be able to adapt the way they run scouting to run it with that age group. The people we want to be attracting to this are people working in nursery's, sports coaches etc, not the leaders that have been running it for 40 years because it's so different.
Came across it in publication	Looking at giving younger children a way into Scouting		Will it be a separate group in itself or part of beavers? If we included in Beavers it would make delivery difficult because their is a huge difference between 4 and 8 year olds. Separate section would work well.	Good for Young Leaders to support in that section and expand the size of the group as parents are asking for it.	Yes.
Yes	For younger age before they reach Beaver		Facilities. Capabilities for young person.	More members.	Yes.
Yes. What I've heard its a pilot scheme across the UK and looking at different models, one where parents stay and play which will help get leaders in and they should see how fantastic how scouting is, another model is a greater ratio of leaders and led by leaders	I think its for the 4 plus age range. As a mum of 4 and rainbows starts earlier its a long wait for my only son to join. Its a good thing. My 4 year old comes to meetings and she's into Hey Duggee and she shouts at me to wear my knacker. Getting them in early is great. I'm a child minder and early years professional so I see the benefits. I know its play based but is a great gap filler for Scouts. Rainbows start earlier and take them earlier and loose them to Scouts.		No. Not at all. With my 4 children and working with that age group. We are a cash poor area and which is why Scouts is important and we are missing out because we start Scouts later. With the right leaders there shouldn't be any reason why we shouldn't start at 4. Swimming starts at 4, ballet starts at 3. Its about the right people.	I think that by introducing early years and getting parents earlier we may get better retention into other sections. Teaching them at the right level builds skills progressively along the different years. Maybe the different age brackets should be changed as they don't seem quite right. Kids want to move up earlier. Some cubs can easily move up earlier as some get bored.	Yes. Totally. It gets people in earlier. In today's society it gives children a chance to do more and is so accessible. It's a good price and very good for social integration in our area. Huge benefits for the community. You have to have the right people suited to the age group.