

Nottinghamshire Scouts Training

Most of the things you need to know about Adult Leader Wood Badge Training.

(Compiled from previously asked questions).

January 2012

The Scheme

The Scout Association's Adult Training Scheme is modular, with a total of 38 modules in all at the present time, the completion time for which varies from around 20 minutes up to a full weekend. Adults complete only those modules appropriate to their role (which for all leaders within sections is 19 modules). Each of the modules is accessible to all, there being at least two methods of meeting the objectives, so individuals can choose the method most appropriate to them.

Each module comprises two specific parts - the learning and the validation (proving that the individual can put into practice the learning they have undertaken).

The scheme recognises prior learning, experience and existing knowledge. It is not necessary for adults to attend a training course if they can clearly show they are able to meet the module objectives by demonstrating their skills in their Scouting role. Training uses familiar Scout methods, for example learning by doing, but these are complemented by methods such as video's/DVD's and e-learning.

The scheme is UK-wide which means that training completed in Nottinghamshire, or any other County, will be recognised Nationwide.

Organisation of County Training

The County Training Manager for Nottinghamshire (Lee Redmile) has overall responsibility for Wood Badge Training within the County. Assisting the CTM with the day-to-day operation of training is the County Training Administrator (Mike Cooley) who looks after the organisational aspects of the training modules and liaises with those wishing to undertake training, venues, Local Training Managers and those presenting the modules.

Spread throughout the County there are nine Local Training Managers, who are responsible for the efficient running of all aspects of training within their specific geographical area.

What training is required?

All adults accepting an Appointment are, within a period of three years, obliged to show they have the defined skills for the particular role. In doing so they can be awarded a Wood Badge. All appointments must complete specified modules, which vary from role to role.

Colony, Pack, Troop and Unit Assistants are not obliged to complete a Wood Badge, but may do so if they wish, they must however complete Module 1 - Essential Information and Module 3 - Tools for the Job.

To help individuals through the process of gaining a Wood Badge, they will be linked with one or more Training Advisers, who are responsible for helping individual adults match their existing skills with those of their role, for identifying any gaps in the skills required, for agreeing plans for gaining the required skills and for confirming that those skills have been successfully gained.

Individuals can find out their specific training requirements at any time by contacting either their Local Training Manager or the County Training Administrator.

It is a requirement of Appointment Reviews that before renewal can be considered an average of 5 hours of Ongoing Learning per year is undertaken, by all Wood Badge holders.

How does it work?

In practice a Training Adviser meets with the individual as soon as possible after appointment, this meeting is held to explain the scheme and how it operates, ensure that a job description has been completed with their 'line manager' and to discuss the modules required in relation to their role.

Two possible outcomes will arise for each module. Either the participant already has the necessary skills for the module or they need to complete the necessary learning. If it is the former then the Training Adviser will need to arrange for the validation of that module to take place. If the latter, the Training Adviser will need to ensure that the participant has access to the appropriate learning for that module. Once the learning has been completed it will also be required to arrange the validation of the module.

Once all the modules have been validated the County Training Manager, along with the relevant District Commissioner will recommend the award of the Wood Badge, which will be presented locally by the District Commissioner or an appointee.

Where can information about training be found?

It is the responsibility of each individual to make sure that they fulfil their particular training requirements in the stipulated time scale.

During any single year it is the County's stated aim to provide at least one opportunity to undertake any particular non specialist module. A Training Calendar is published by the County Training Administrator in plenty of time for possible participants to complete applications, as are any required amendments - these dates are also available on the County's Training Website. (www.notts-scouts.org.uk/training).

Both the Training Calendar and Application Forms are available on the Training Website, from Local Training Managers, Training Advisers and the County Training Administrator.

What needs to be done to attend training?

When an individual has decided they wish to attend a particular module the first thing that needs to be done is obtain an application form (as above).

This should be completed accurately and sent to the County Training Administrator, along with any fee (see below) for processing.

Once the County Training Administrator receives the application the applicant will be contacted, usually with seven days, with the specific details of the module(s) applied for.

There is a closing date on all modules of fourteen (14) days before the training takes place, allowing time for the Presenters to assimilate their requirements etc.

What is Foundation Training?

Foundation Training is a training event, during which Modules 5, 6, 7, 8 and 9 are undertaken. Individual modules cannot be attended as the training integrates the selected modules into one cohesive unit.

What is Sectional Training?

Sectional Training is a training event, during which Modules 11, 12, 13, 14, 15, 17, and 19 are undertaken. Individual modules cannot be attended as the training integrates the selected modules into one cohesive unit.

What is Amalgamated Training?

Amalgamated Training covers Modules 5 to 19 (with the exception of 10, 16 and 18). Individual modules cannot be attended as the training integrates the selected modules into one cohesive unit. This module is intended for those who have already gained experience (nominally two years) within a section

What is Management Training?

Management Training is a residential weekend training event, during which Modules 20, 21, 22, 23, 24 plus 26 are undertaken. Individual modules cannot be attended as the weekend integrates the selected modules into one cohesive unit. The overnight stay is recommended but not compulsory.

On Going Learning

All Leaders/Commissioners who hold a Wood Badge are required to complete Ongoing Learning throughout their service.

1) Why Should I?

A very good question and one that is normally linked with, I don't need any more training, or why try to change what is not broken?

There are various reasons for Ongoing Learning - it helps to keep a Leader up to date with all the new procedures within the sections which they have responsibility for, ensures that Leaders are competent in current skills required for safe Scouting. It enables sections to develop and enjoy new experiences, rather than repeat the same ideas over and over again.

All adults giving their time to Scouting do so for the benefit of the young people. They should therefore want to keep on top of issues such as, First Aid, Child Protection Policy, Equal Opportunities, etc. by regularly updating their knowledge on these issues, they are taking great steps to ensure the safety of young people in Scouting. Also by learning new skills to bring into Scouting, Leaders are assisting in keeping Scouting a fresh and vibrant youth organisation, which young people want to be part of.

2) What if I don't?

Scouting is a voluntary organisation, relying on it's adults to give up their time to run the sections and activities for young people. However Groups, Districts, Counties and the National organisation all have a duty of care to the young people who are involved in these. Appointment Advisory Committees are therefore required to check that each Leader has completed their learning requirement before an appointment is renewed. If the leader hasn't completed the learning, then at the discretion of the committee, renewal for a maximum of three months is possible. If Ongoing Learning is still not completed after this period, the appointment will be cancelled. This may sound harsh to some, but if they ask themselves, why do they give up their time, and what does their Law and Promise mean to them, there should be no reason for any appointment to be cancelled.

3) What is classed as Ongoing Learning?

Any training, learning or development completed by an adult that is subsequently used by them in their Scouting role. It can take place both inside or outside Scouting, but must ultimately benefit the young people, and adults in Scouting. Examples of this could be: - renewing a First Aid qualification, learning a new craft and then teaching the young people, gaining a basic food hygiene certificate prior to running the catering on a camp, or completing one of the supplementary modules such as 36 (Special Needs) or 29 (Presenting). If in doubt speak to your Group Scout Leader or a Commissioner and if they can't help contact the County Training Manager direct.

Attending meetings as part of your role within Scouting, where ideas are being discussed doesn't fit into Ongoing Learning. However attending a meeting with a visiting speaker that is helping develop the Leaders role might. This will depend on whether the young people or adults in Scouting are benefiting.

4) How much do I need to do?

Each leader, who holds a Wood Badge, needs to complete an average of 5 hours learning, for each year of their continued service. Remember this is an average. So if a car maintenance course is for 15 hours and that is all completed in one year and the learning benefits the young people, then that is three years worth of learning finished straight away. Just remember to keep a note of what learning you have completed, to show your Line Manager at review time.

Adult Training Scheme Fees

Currently there are no plans to introduce fees for those adults working towards their Wood Badge.

However there are several exceptions to this ...

- i. When an overnight stay is required to cover accommodation/catering costs
- ii. Module 10 - First Aid, is either free for a First Response Course or £30.00 if the Basic First Aid option is taken

If the applicant already has a Wood Badge and requires further training as part of their Ongoing Learning, any of the modules can be completed, again with no fee being payable (except as outlined above).

However, it is regrettable that now the County is footing the bill for Leaders to undergo their training, a small minority are booking on to modules, but then not turning up for the sessions, and not informing anyone of their non attendance. This has resulted in a large waste of administrative costs, which the County Training Team can no longer cover. The County Management Committee has therefore agreed that a fee of £10.00 will be levied for each module that is booked but subsequently not attended without prior notification to the County Training Administrator. It is unfortunate that this measure has to be taken, but the benefit clearly is being offered to the majority, of not having to pay extra for their training, which must be preserved.

Mike Cooley

County Training Administrator