

# Frequently Asked Questions

## What is needed?

In order to keep Bourton Scout Group running, we are in desperate need of adult help so are looking to form some small teams of adults that can help young people continue to grow and develop in Scouting.

Specifically we would like to identify

- Team of adults that would be enable us to have 3 or 4 supporting our Beaver Colony (aged 6-8yrs).
- Team of adults that would help bolster the excellent team that support the Cubs (aged 8-10yrs), under the leadership of our brilliant Cub Scout Leader – Nick.
- Team of adults that would enable 3 or 4 to support our Scout Troop (aged 10-14yrs).
- 2 or 3 adults that can join the Explorer leadership team with our excellent Ruth.
- 2 or 3 adults that can support the group behind the scenes.
- An adult that may be willing to manage the other adults in the group (But not necessarily work with young people).

It seems like a lot, but over a number of years the amount of people coming forward has declined and with sadness we are seeing Lynn, Scott, Stephanie and Tim all stepping down at the same time.

With over 60 young people involved at the group, this means there are many adults which include; parents, carers, grandparents, aunts, uncles, family friends all of which could help.

## What roles are there?

In Scouting, we typically have three roles that we need in order to run a Scout Group like Bourton.

- *Leaders* – these are adults who help plan, prepare and lead the young people programme on a regular basis. Ideally we want at least one leader for each age group each week. Best practice is to have two ‘leaders’ in each section. We have Nick in Cubs and Ruth in Explorers.
- *Helpers* – these are adults who help on a less frequent basis (say, monthly). They may form part of a parent helper rota or drop in to help on one particular evening if they have skills in one particular area (e.g. Cooks badge).
- *Supporters* – these are adults that work behind the scenes to help keep the group running. Most like Helen, Rachel and Ruth (who is also an Explorer leader)

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are trustees which mean they help form our Executive Committee which exists to support the Group by helping make decisions on Governance (e.g. monies and safety).

Our desire is to have 2 leaders with 'full' appointments (see below) in each section supported by adult helpers on a rota.

Whatever happens we must always have a minimum of two adults to run a section meeting (regardless of age group), one of these must have completed our Appointments Process (see below). With younger age groups, as you can imagine, we like to have more adults so we can provide better support.

### I do not feel qualified, can you really use me?

Yes! Most adults in Scouting all start with little or no experience of what it is like. But you already know, possibly from your children, how awesome it is! Scouting, like all volunteer organisations works hard to help ensure you will receive the training, support and help that you need. All you need is the enthusiasm to give it a go and have some fun!

We can work on the rest including a full training journey over your first three years which will, if you choose, help you earn your Wood Badge, our Adult Training Award which is also recognised by the ILM (Institute of Leadership & Management).

We have some excellent tools to help you come up with and plan ideas for programmes, and in fact if supporting the Beavers, Stephanie and Tim have written an outline programme for 12 months.

### Will it cost me anything?

No. We believe that our volunteers give so much, so much of their time and their energy that we do not want them to be out of pocket. As a group, as many of you will know, we ask young people to pay membership fees or subscriptions. This goes to cover a lot infrastructure and support, but also pays for all of the resources you will use in working with young people, any uniform or necessary clothing (e.g. polo shirts), travel expenses to meetings and training that may take place elsewhere. You would not be expected to be out of pocket and can claim any reasonable expenses.

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## How much time would it take?

This is the toughest question to answer of all of them. The honest answer is that it depends on a number of factors.

1. How much time can you give? Scouting is lots of fun for young people and adults alike, and many adults find that they want to give more and more time as they enjoy it more and more. In Scouting we operate something called 'Flexible Volunteering' which means that we will find tasks or roles that you can do, based on the time that you can give. So, if you can give two hours once a month, maybe you could be one of our helpers, or maybe one of our excellent behind the scenes team. If you can give two hours once a week, then join our leadership team. Whatever you can offer, we can use.
2. How involved do you want to be? Nick (Cub leader) helped to answer this question at our meeting on Tuesday from his personal experience. (Remember he is the only 'leader'). He said that there are some weeks when he will spend the whole of a Sunday morning researching or planning a section meeting for that week. Other weeks he will find that with an hour before, he can do what he needs to be able to run a great Cub meeting. It all depends on the programme.
3. Depends on the size of the team. With more adults, it is more than achievable to plan, prepare and run section meetings without it being a huge drain on those involved. If it is left to one person, then clearly it would be more of a drain.

## If I was to get involved what does a typical section meeting involve?

All sections have differences, but linked here to an example of each programme for Beavers, Scouts and Explorers (Nick can give examples of existing Cub programmes). This is produced using the programme planning tool and we would be asking an experienced leader to help you produce this for the first 6 weeks or until you are comfortable using the tools.

- [Beaver programme example](#)
- [Scout programme example](#)
- [Explorer programme example](#)

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These are just example programmes and each of them is themed around Nature which in all sections helps to contribute to the “Our World” challenge badge, which helps the young people work towards their top awards.

Usually, the team will meet before a term begins to plan out the programme for the coming weeks, we always look to ask the young people what they want too.

### If I am able to give time, will I / we be supported?

Yes! Usually a District Commissioner is responsible for supporting a group with as much as possible, where I am the Acting District Commissioner, in my role as County Commissioner, I have access and can make use of more resources – everything that is available across the whole of Gloucestershire.

We are proposing to offer the following initial support to get things going and comfortable;

- A remote but engaging training programme to help you understand more about what Scouting is and how we do it safely.
- An experienced leader who will be on hand to support any age group, and can attend if needed to answer questions.
- A range of experienced leaders who will a) develop an easy, engaging programme for the young people that you will be able to use and b) offer remote support and advice.
- A fortnightly call for 6 – 8 weeks to check all is okay and answer questions, while anyone involved is settling in.

### What does it mean in the slides when it talks about a “full appointment”?

In Scouting, in order to keep all young people and adults safe, we have something called our Appointments journey. This journey is the journey that all leaders go on and includes:

- Completing a DBS application and vetting
- Meeting with our ‘welcome team’
- Undertaking some minimum training which includes how we protect young people and stay safe
- A discussion about what further training requirements that may be necessary.

Once an adult has completed these steps they are given a “full” appointment. We need at least one adult who has a full appointment in every meeting with Young People.

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### I don't understand why 'the district' isn't helping?

The District that is North Cotswold Scouts is also led and run by volunteers. We have a very small team that is made up of just 4 adults who support Scouting through groups, that is the District Commissioner (currently me), our Deputy District Commissioner (Ricky), our Assistant District Commissioner for Scouts (Tony) and our Training Administrator (John).

It is a smaller team than you would normally find and we are looking to grow it, however right now there is not the ability to directly support Bourton Scout Group on a regular basis.

### If I become an adult that helps with young people, when are the section meetings?

Right now the section meetings are as below, but if teams of adults cannot meet at these times, we can look to review the days in which we meet. We may need to work to find a meeting place, but anything is possible.

We can also look to review frequency of meetings. Most groups have sections that work every week, as it enables us to really challenge and develop young people. But again, if time is a challenge we could look to meet fortnightly, 3 weekly or even monthly.

Current section meetings (during 'normal' term times)

- Beavers: Tuesday evenings
- Cubs: Monday evenings
- Scouts: Tuesday evenings
- Explorers: Tuesday evenings

### If I want to get involved, what should I do?

Contact us! Either email Helen Gainford at [Duraiamma@hotmail.com](mailto:Duraiamma@hotmail.com) or Mark on [cc@gscouts.org.uk](mailto:cc@gscouts.org.uk). We will get the group together (probably remotely) after 20<sup>th</sup> July to talk about the next steps on our exciting journey we can take together.

Also, why not tell others, you never know, they just be waiting to be invited to get involved too!

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### What happens if we do not manage to find sufficient help?

Sadly, Beavers, Scouts and Explorers at Bourton-On-The Water Scout Group will close. Cubs may have to close shortly afterwards as without a 'feed' from the Beavers, membership will drop off and eventually will become unsustainable.

It does not mean necessarily that your children can not attend still, it just will need to be at other Scout Groups in other towns / villages. The closest one is at Stow-On-The-Wold.

### I have more questions, who can I ask?

Please do contact any of these who will gladly do all they can to answer your questions:

- Helen Gainford (Chair) – [Duraiamma@hotmail.com](mailto:Duraiamma@hotmail.com)
- Nick Hawke (Cub Scout Leader) – [1stBourtonCubs@gmail.com](mailto:1stBourtonCubs@gmail.com)
- Tim & Stephanie Hemming (Beaver Leaders (outgoing) – [BourtonBeavers@gmail.com](mailto:BourtonBeavers@gmail.com)
- Ricky Campbell (Deputy District Commissioner) – [richard.campbell600@ntlworld.com](mailto:richard.campbell600@ntlworld.com)
- Mark Spiller (Acting District Commissioner) – [cc@gscouts.org.uk](mailto:cc@gscouts.org.uk)