Adult Training Standards

Scouting Ireland

Introduction

This document sets out Scouting Ireland's approach to and requirements for adult training.

It outlines the training we provide for Programme Scouters, Group Leaders &Commissioners and Leader Trainers.

It also sets out the training requirements for adults who work with Young People in Scouting Ireland.

We trust you will find it a useful document and we encourage you to read it through and to familiarise yourself with its contents.

If you require specific advice or support in relation to the Wood Badge Trail, you should ask your Group Trainer, County Training Coordinator, Provincial Training Coordinator, or Provincial Support Staff.

This document was derived from the 2018 version, updated to reflect changes announced in June 2020.

This document includes references to the Training Commissioner, Programme Commissioner, National Adult Resources Committee and Chief Commissioner (Adult Resources). These have been retained in this version to illustrate requirements and safeguards that had applied up until many roles were stood down in 2019. Once it becomes clear how these requirements and safeguards are to be operated in future, this document can be updated.

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Scouting Ireland's commitments regarding adult training

Our commitment to young people

To achieve our Aim, meet young people's needs and support their personal development, our Youth Programme will be delivered and supported by trained and resourced adult leadership teams at all levels of Scouting Ireland.

These leadership teams will create safe environments and foster positive youth-adult working relationships that are based on mutual respect and trust. The older a Youth Member becomes the more the role of the adult Scouter will change from leader to facilitator and from facilitator to mentor.

Our commitment to adult learning

Scouting Ireland is committed to supporting adult leadership teams, to better deliver and support the development of young people, through its programme by helping Scouters to:

- Understand Scouting and their role within it
- Gain the competencies and confidence necessary for them to fulfil their role

We recognise that adults also have different needs, knowledge, experience and learning styles and that an individual's learning needs might be met in a range of ways. We also recognise that adults without prior Scouting experience will have different learning needs over and above those who have been actively engaged as a youth member. Accordingly, adults in Scouting will be:

- Encouraged and supported to identify individual & team learning needs
- Afforded the opportunity to consider prior learning and knowledge when determining their learning needs
- Provided with a range of learning opportunities, which will include Scouting Ireland training courses
- Encouraged to use the methods most appropriate to their needs in order to gain relevant learning
- Encouraged to see learning and personal development as a continuous process for the duration of their time in Scouting
- Afforded the opportunity to provide feedback on the usefulness & quality of the learning opportunities they undertake
- Provided with advice, support & guidance regarding their progress

The Wood Badge Trail

In addition to the above commitment to adult learning, a Wood Badge training scheme is an essential and key component of the wider support and learning mechanisms for adults in Scouting Ireland. The Wood Badge is the symbol worn by adults to show they have completed training to a particular standard in their Scouting Association and is recognised worldwide. It is issued by Scouting Ireland on behalf of the World Organisation of Scout Movement (WOSM). The key principles in designing a Wood Badge Training scheme are set out in WOSM's Adults in Scouting Policy and Wood Badge Framework.

If a Scouter's appointment in Scouting is to remain valid, they are required to commit to undertaking training in accordance with the Standards, Policies and Procedures as set out by Scouting Ireland and to actively pursue the training scheme.

Scouting Ireland Training Approach

In support of the above we provide training as follows:

- Training for Trainers (TTT)
- Adventure Skills Instructor training
- Group Leader and Commissioner Training
- Programme Scouter Training - Incorporating Induction, The Wood Badge Trail and Continuous Learning
- Training for Associate Members
- Training for 18 and over Youth Members

Training for Trainers (TTT)

Train The Trainer consists of three, Two-day residential courses:

- Residential 1 focuses on the nature of adult learning and the role of the trainer, it also introduces the Systematic Approach to training
- Residential 2 explores each part of the Systematic Approach and introduces the participant to the methods, techniques and tools of a trainer
- Residential 3 provides the participant with the opportunity to put their learning into practice by preparing and implementing a short learning experience and by receiving and giving feedback

Trainers who wish to deliver TTT must be suitably qualified and experienced and have the technical and interpersonal skills required to do fulfil that role.

The qualification required to be a Trainer on most courses with the exception of the courses relating to Adventure Skills, is successful completion of TTT and the endorsement of the Training Commissioner, usually on the recommendation of a Provincial Training Coordinator.

Where an individual feels they have prior learning which should be taken into account, they may make their case to the Training Commissioner, via a Provincial Training Coordinator as appropriate.

The Training Commissioner may require a Trainer to undertake refresher training at any point if they deem it appropriate to do so.

The Training Commissioner may request or require a Trainer to retire from their appointment as Trainer if the Trainer no longer meets the requirements and is unable to fulfil the role to the Training Commissioners satisfaction.

The Training Commissioner may recognise experienced trainers via the appointments of Leader Trainer (4 Beads) and Assistant Leader Trainer (3 Beads). The Training Commissioner must publish criteria for such appointments and must review all such appointments periodically to ensure they remain appropriate. In this regard the Training Commissioner may consult with the Training Team, National Adult Resources Committee, and/or others as appropriate. The Training Commissioner may require candidates for Leader Trainer or Assistant Leader Trainer to undergo additional specific training to enable them to fulfil the role effectively.

Should a decision by the Training Commissioner in relation to the training, appointment, retraining or retirement of any Trainer be disputed then the Trainer may appeal their case to the Chief Commissioner (Adult Resources), should this arise the decision of the CC(AR) will be final and not subject to further appeal.

Adventure Skills Instructor training

The Wood Badge Scheme incorporates training for Programme Scouters to support Youth Members in their pursuit of Adventure Skills. That training is referred to as Adventure Skills Facilitator training. Each Adventure Skills

Facilitator training course enables the participant to act as Adventure skills Facilitator for a specific Adventure Skill.

Those delivering Adventure Skills Facilitator training in a specific Adventure Skills area

Must be technically proficient in that Adventure Skills area AND
• **EITHER undertake the Adventure Skills Instructor training course to enable them to relate their technical competency to the task of training Scouters as Adventure Skills Facilitators**
• **OR be a Trainer, having undertaken TTT or equivalent**

Trainers who wish to provide Adventure Skills Instructor Training must be approved by both the Training Commissioner and the Programme Commissioner.

Note: There are National Governing Bodies (NGBs) for the outdoor pursuits relevant to some of the Adventure Skills areas, some cover the island of Ireland and some have separate NGBs for each jurisdiction. These NGBs already have accredited training schemes so, in order to ensure alignment and to enable general availability, the Adventure Skills Facilitator training requirement may be met by holding an in-date certificate issued by the relevant NGB.

Group Leader and Commissioner Training

Group Leader and Commissioner training consists of three parts:

- Induction Training Module
- Basic Wood Badge Module
- Advanced Wood Badge Module

Group Leaders, Deputy Group Leaders, County Commissioners and Deputy County Commissioners must also have completed:

- Stage 1 and Stage 2 of the Wood Badge scheme (Up to 2016)

OR

- All Strands of the **This is Scouting** Component

The Basic and Advanced Modules are residential, and the overnight element fosters informal learning and networking opportunities.

This training is designed to be useful to Group Leaders, Deputy Group Leaders, County Commissioners and Deputy County Commissioners.

This training must be undertaken by every Group Leader, Deputy Group Leader, County Commissioner and Deputy County Commissioner as soon as is practical upon their Appointment. This training may also be undertaken by other adult members at the discretion of the Training Commissioner.

Group Leaders and Commissioners who successfully complete these modules and the formulation and implementation of a Group, County or Provincial Development Plan will be awarded a Wood Badge Certificate for Group Leaders / Commissioners. If they don't hold Wood Badge beads, they will receive their beads (2 beads) also.

Programme Scouter Training

The training consists of the following Components

This is Scouting

Enables:

- The participant to integrate into their local Scout Group
- An understanding of the fundamental principles of Scouting and the core elements of our Programme
- An understanding of the principles involved in Safeguarding Children and Young People

Strands are:

- The Induction Process
- The Story of Scouting
- Being a Scouter

The Scouter in Action

The first part of the Wood Badge Trail, enables:

- Understanding of effective interpersonal skills for working with young people and adults
- An in-depth understanding of how to facilitate Youth Led Programme
- The skills required to facilitate Youth Members in attaining the early Stages in an Adventure Skill of choice
- Learning for your Team, enabling the participant to choose from a range of learning modules to enhance their Scouter Programme Team
- Scouters to review their learning to date, and provides the opportunity for enhanced understanding of Youth Led Programme and Interpersonal Skills

Strands are:

- Youth Led Programme
- Scouting Together
- Adventure Skills Facilitator (for a chosen Adventure Skill)
- Learning for your Team (choice of modules)
- You, the Scouter

The Dynamic Scouter

The second and last part of the Wood Badge Trail, enables:

- The skills required to facilitate Youth Members in attaining the early Stages in another Adventure Skill of choice, or in some circumstances further training in the same Adventure Skill (by agreement with the Scout Group Leader or Group Trainer)
- Learning for your Team, enabling the participant to choose from a range of learning modules to further enhance their Scouter Programme Team

Strands are:

- Adventure Skills Facilitator (for another chosen Adventure Skill)
- Learning for your Team (additional choice of modules)

Continuing Your Journey

Enables:

- The participant to choose from a range of options to enhance their skills set and avail of continuous learning after they have attained the Wood Badge

Features of Programme Scouter Training

Programme Scouter training incorporates the following features:

- Many of the courses are residential to enable the participant to get maximum benefit from the learning experience, it also facilitates opportunities for peer-learning and networking, and it enables participants to immerse themselves in many aspects of the Scout Progamme in a practical way
- Individual choice is provided in a number of ways
    - Courses in The Scouter in Action Component may be undertaken in any sequence but 'You, the Scouter' is to be undertaken as the final course
    - Courses in The Dynamic Scouter Component may be undertaken in any sequence
    - The Scouter may choose to pursue Adventure Skills Facilitator Strands in the Adventure Skill(s) that best suit their local needs
    - Learning for your Team consists of a number of learning experiences which the participant may choose from during the Wood Badge Trail
    - Continuing your Journey consists of a number of learning experiences which the participant may choose from after the Wood Badge Trail
- A variety of methods are provided, including:
    - Training Courses, Instructor / Trainer led sessions
    - eLearning Modules for some knowledge-based subjects
    - Practical Hands-On experience in the Scout Group following some of the courses
    - Provision of printed and electronic resources as appropriate

This training is designed to meet the needs of Programme Scouters, and other adults in Scouting may elect to undertake this training if they feel it would be helpful to them in their Scouting role(s).

Programme Scouter - Training Insignia

Specific insignia may be worn by Scouters who have completed each Component of the training

- This is Scouting - Gilwell Woggle
- The Scouter in Action - Wood Badge beads (two)
- The Dynamic Scouter - Wood Badge pin
- Continuing Your Journey - None designated at this time

Scouting Ireland Training Requirements

Programme Scouter

It is expected that Programme Scouters will undertake training for their role and that they will make reasonable progress toward attaining their Wood Badge over time.

The following requirements / expectations apply from 2016 onwards:

- As stipulated below no adult may take charge of young people until they have completed the Induction process
- Programme Scouters are expected to complete the Scouter in Action Component within 24 months of completing the Induction process

- Following completion of the Scouter in Action Component it is expected that Programme Scouters will pursue the Dynamic Scouter Component at a pace which addresses their needs and the needs of their Programme Section and Scout Group
- After completing the Wood Badge Trail it is expected that Programme Scouters will continue to embrace the need for continuous learning and that they will pursue modules from the Continuing your Journey Component at a pace which addresses their needs and the needs of their Programme Section and Scout Group

Some specific requirements exist to underpin the delivery of an active and fulfilling programme and to ensure a safe and supportive environment for young people and adults alike:

Meetings, Activities, Events

No adult may take responsibility for young person(s) at any Scouting meeting, activity or event in Ireland (North or South) or abroad, unless they have completed the following training:

- Stage 1 and Stage 2 of the Wood Badge scheme (Up to 2016)

OR

- All strands of the This is Scouting component

This requirement applies to all Programme Scouters regardless of who is actually in charge of the activity or event.

Overnights in Ireland

Scenario 1

In addition to all adults being required to have attended Stages 1 and 2 or all strands of the This is Scouting component, at least one Scouter partaking in a Scouting activity or a Scout event involving an overnight stay for Youth Members in Ireland (North or South) must have completed:

- Stages 1 through 5 of the Wood Badge scheme (Up to 2016)

Scenario 2

In addition to all adults being required to have attended Stages 1 and 2 or all strands of the This is Scouting component, at least one Scouter partaking in a Scouting activity or a Scout event involving an overnight stay for Youth Members in Ireland (North or South) must have completed:

- Stages 1 through 3 of the Wood Badge scheme (Up to 2016)

AND

- The Overnight Adventure Planning module of the Learning for your Team strand

AND

- The Youth Led Programme strand of The Scouter in Action component

It is not necessary that the same Scouter has met these three training requirements but at least one Scouter on the Scouter team partaking in the activity or event must have met each of them; that is, the training may be covered as a team effort.

Scenario 3

In addition to all adults being required to have attended Stages 1 and 2 or all strands of the This is Scouting component, at least one Scouter partaking in a Scouting activity or a Scout event involving an overnight stay for Youth Members in Ireland (North or South) must have completed:

- All strands of the This is Scouting component

AND

- The Overnight Adventure Planning module of the Learning for your Team strand

AND

- The Youth Led Programme strand of The Scouter in Action component

It is not necessary that the same Scouter has met these three training requirements but at least one Scouter on the Scouter team partaking in the activity or event must have met each of them; that is, the training may be covered as a team effort.

Overnights Abroad

In addition to all adults being required to have attended Stages 1 and 2 or all Strands of the This is Scouting component, at least one Scouter partaking in a Scouting activity or a Scout event involving an overnight stay for Youth Members abroad (outside of Ireland) must:

Up to 2016

- Stages 1 through 5 of the Wood Badge scheme

OR (From 2016)

- All strands of the This is Scouting component

AND

- The Overnight Adventure Planning module of the Learning for your Team strand

AND

- The Youth Led Programme strand of The Scouter in Action component

AND

- The International Camping module of the Learning for your Team strand (From 2016)

It is not necessary that the same Scouter has met these three training requirements but at least one Scouter on the Scouter team partaking in the activity or event must have met each of them; that is, the training may be covered as a team effort.

Service / Partnership projects Abroad

Venture Scouts and Rover Scouts are required to undertake such a project on all of their trips abroad.

In addition to all adults being required to have attended Stages 1 and 2 or all strands of the This is Scouting component, at least one Scouter partaking in a Scouting activity or a Scout event involving an overnight stay for Youth Members abroad (outside of Ireland) must:

- Hold a Wood Badge awarded by Scouting Ireland or one of its predecessor organisations (Up to 2016)

OR must have completed:

- The Wood Badge Trail (From 2016)

AND

- The Overnight Adventure Planning module of the Learning for your Team strand

AND

- The International Camping module of the Learning for your Team strand

It is not necessary that the same Scouter has met these three training requirements but at least one Scouter on the Scouter team partaking in the activity or event must have met each of them; that is, the training may be covered as a team effort.

Adult Supporters

Those wishing to become must complete:

Up to 2016

- Stage 1 and Stage 2 of the Wood Badge Training scheme

Or (from 2016)

- The Story of Scouting training (eLearning and interactive training)

AND

- A short Safeguarding course via eLearning (approved by the National Adult Resources Committee)

They must also meet the other membership requirements set out in **BOD-MA01 Scouting Ireland Membership Policy**.

Youth Members aged 18 and above

Youth Members who join on or after their 18th birthday, or existing Youth Members who are approaching their 18th birthday and intend to remain on as a Youth Member after they turn 18 must complete:

Up to 2016

- Stage 1 and Stage 2 of the Wood Badge training scheme

Or (from 2016)

- A short Safeguarding course via eLearning (approved by the National Adult Resources Committee)

Appendix A - World Scouting context

Scouting Ireland embraces the Adults in Scouting Policy of the World Organisation of the Scout Movement (WOSM) which was adopted as Scouting Ireland policy in February 2013. We also embrace s WOSM's Wood Badge Framework document which sets out a specific context for the training of adult volunteers in Scouting.

In particular, as set out in the Adults in Scouting Policy, we see training as part of an overall approach to supporting adults which:

- 'includes the integration of the new adult, formal (basic and advanced) training, informal and ongoing learning, training and support for the entire duration of the term of office'
- 'includes not only the acquisition and development of the knowledge and skills necessary for accomplishing each function, but also the personal development of adult leaders'
- 'is flexible and allows for previous experience and skills to be taken into consideration'
- 'allows for the acquisition of additional skills and knowledge to facilitate the transfer from one function to another'

And as set out in WOSM's Wood Badge Framework, we hold that:

- 'The Wood Badge training must be completed within a reasonable period not exceeding three years from the time the adult undertakes in its course and the end of his training'
- 'The Wood Badge training is an advanced level of the training offered to the adults in Scouting. It assumes that the candidate has satisfactory knowledge and good practice of Scouting experience'
- 'Wood Badge training incorporates a practical phase of implementation of the acquired learning's'
- 'Wood Badge training must be adapted to be offered to all adult *members* who wish to be trained. To do this, it must be flexible and sufficiently diverse'
- 'All the modalities of its implementation should be explored by the National Scout Organisations, according to their means and their capabilities: 'residential training', 'modular training', 'eLearning and face-to- face training', etc. are a few possibilities that can be combined, others can be also implemented'
- 'Wood Badge training, whatever the terms for its implementation, will include some Components which are also part of the Scout method, namely:
    - Learning by doing providing a back and forth between reflection and action
    - Reinforcing the personal learning through the team
    - Privileged relationship with the trainers, as learning process facilitators'
- 'The Scouting symbolic framework in general and the Wood Badge symbolism need to be used'
- 'The Wood Badge training program should cover at least the four following areas:
    - Fundamental Scouting **-** which covers the Aim, Principles and Scout Method, the adaptation of the Method according to sections, organisation and structures, etc.
    - Leadership - which involves the knowledge and capabilities to assume responsibilities within the Movement
    - Management - which means the knowledge and expertise in managing units, groups or larger structures
    - Communication - understood in its broadest sense: way to get in touch with the others and to maintain an efficient relationship'