Welcoming Adults to Scouting - Induction

Participant Handbook

Scouting Ireland

Welcome,

You are most likely reading this because you have said that you would like to become a Programme Scouter in your local Scout Group.

The purpose of the induction process is to help you to get to know a bit more about the role while we are getting the paperwork sorted out.

If you opting to become a Scouter having been a Venture Scout or a Rover Scout, then this process is also for you, but you don't need to attend The Story of Scouting training.

The Group Leader oversees the Induction process in your Scout Group. They may ask another Scouter to lead the process for you. The person leading the Induction process is referred to in this handbook as the 'Guide'.

You should refer to this handbook during your Induction Training. If there is anything that you do not understand or wish to know more about, ask your Group Leader (or Guide) about it. They are there to help and guide you through this introduction to Scouting

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This document was derived from the document of the same name, previously published in July 2017, content has been reformatted and brought up to date to reflect the current situation.

1. Introduction

This publication has been put together to enable those wishing to take up a role as an adult delivering Youth Programme with us, to understand some of the basics during their Induction Process.

Section 2 - The Induction Process

Sets out and explains the Induction Process you will follow to enable you start working with young people in Scouting

Section 3 - World Scouting (WOSM)

Outlines the World organisation we are part of

Section 4 - Scouting Ireland

Sets out some of the basic principles and beliefs that underpin Scouting Ireland

Section 5 - The Scout Method

Outlines the way we do our work

Section 6 - Age Ranges (Programme Sections)

Explains how we are organised by age range and says a little about the unique characteristics of each Programme Section

Section 7 - The Role of the Programme Scouter

Provides a summary of the role and responsibilities

Section 8 - Safeguarding Children and Young People

Introduces our Safeguarding Policy and Code of Behaviour

Section 9 - Our Training Scheme for Programme Scouters

Outlines the training we provide to help you in your role as a Programme Scouter

Section 10 - Our Approach to Supporting Programme Scouters

Explains how we will provide support for you in your role as a Programme Scouter

Section 11 - The Scout Group

Briefly explains the organisation of the local Scout Group

Section 12 - The Scout County

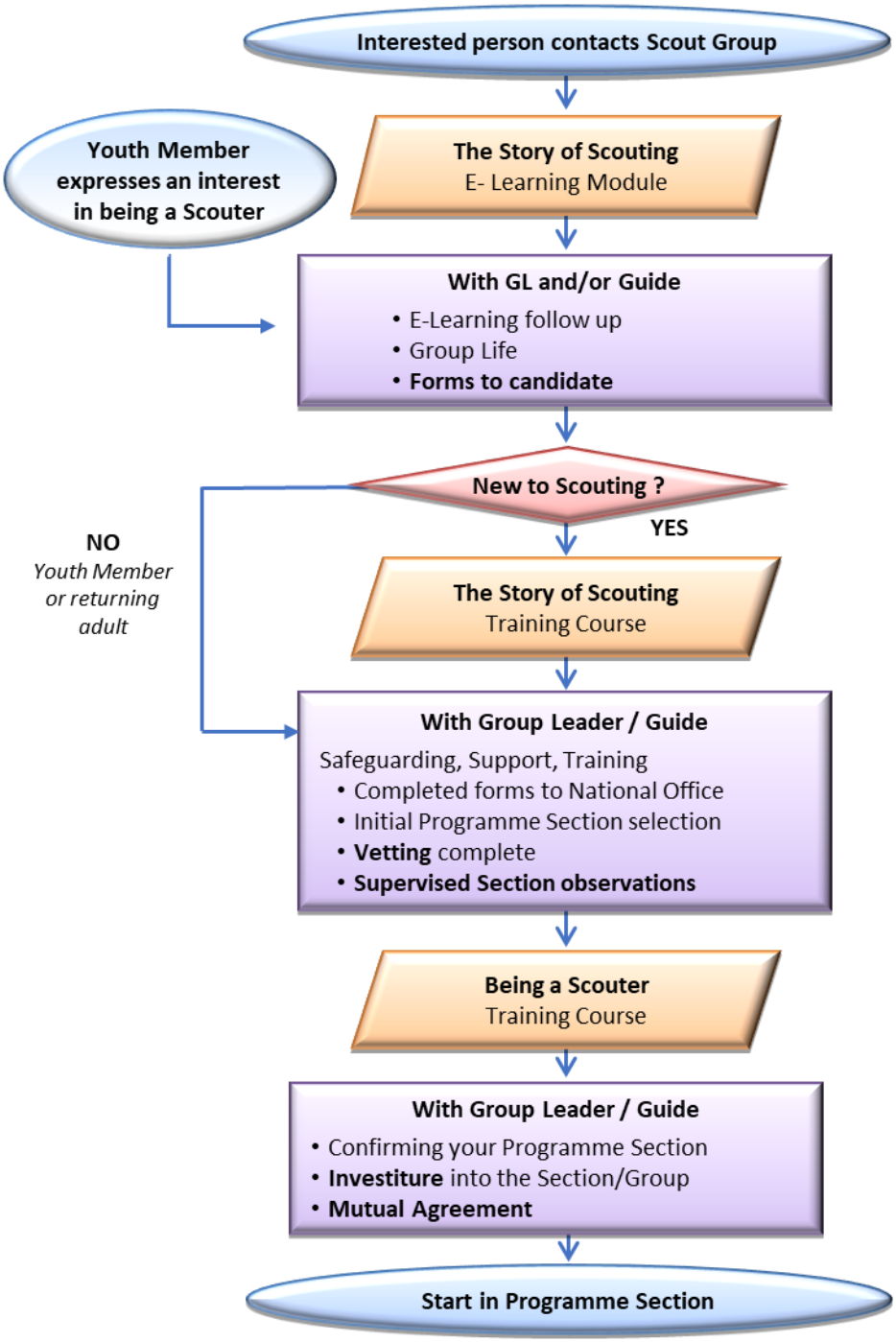
Introduces a few roles at County level that may be able to help you in your work as a Programme Scouter

Appendix A - Our Scut Group

Should be filled in by your Guide to provide you with contact details as well as meeting information

2. The Induction Process

This section sets out and explains the Induction Process you will follow to enable you start working with young people in Scouting



The Steps in the Induction Process

Step One - Show of interest, contact with Group Leader (GL)

Initial contact with the Scout Group, make contact with the Group Leader and exchange details, you will be directed to the 'Becoming a Scout' - eLearning module on the 'Leaders' page on our website www.scouts.ie

Step Two - Story of Scouting (eLearning)

After completing this 30min online module, you will have a better idea about Scouting in Ireland and how it supports young people to become active citizens through non-formal education.

Step Three - Group Life

Meet with your GL/Induction Facilitator and find out more about the makeup of your Scout Group and the team you will become part of. The Group Leader will go through the relevant application forms with you.

Step Four - The Story of Scouting (Interactive)

This 3 hour training experience is to introduce new adults to Scouting, and some of the concepts and methodologies that we use.

Step Five - Supports, Training & Programme Sections

The Group Leader/Induction Facilitator will walk you through what other supports there are in Scouting; in particular, the adult training scheme and the County and Provincial structures. They will go through what is expected of adults who work with young people in Scouting, and they will bring you to visit the meetings of the groups different Programme Sections so that you can see them in action (to a maximum of 6 visits in total).

Step Six - Being a Scouter

Being a Scouter, is a residential two-day course for all new Programme Scouters: those with previous Scouting experience, and those who have none. Normally there will be large element of time spent in the out of doors during this course. Participants who arrive feeling they know very little about Scouting will go away with confidence, knowledge and ability; feeling a lot more "like a scout", having experienced our method, our symbolism and our principles. The participant who has already experienced Scouting as a Youth Member, will go away with a new outlook on how to achieve our Aim, and with the confidence to deliver Scouting as a Programme Scouter.

Step Seven - Investiture

At this point, through your investiture we welcome you as an active Scouter and into the world Scouting Movement. You will make a commitment (time and skills) to Scouting and Scouting will make a commitment to supporting you, through a Mutual Agreement. You are now ready to work directly with our youth members.

3. World Scouting (WOSM)

Scouting is a global youth Movement that builds friendships, experiences, and skills for life, shaping young people's futures as active citizens. More than 500 million young people and adults have joined and experienced the power of Scouting's non-formal education since it was founded in 1907.

Since then, the Scout Movement has continued to grow and is now active in 173 National Scout Organizations. Today, over 57 million young people, supported by millions of dedicated volunteers, take part in Scouting activities and events worldwide.

The purpose of the Scout Movement is to contribute to the development of young people in achieving their full physical, intellectual, emotional, social, and spiritual potentials as individuals, as responsible citizens, and as members of their local, national and international communities.

Scouting's mission is to contribute to the education of young people through a value system based on the Scout Promise and Law. Through Scouting, we are building a better world where people are self-fulfilled as individuals and play a constructive role in society.

By 2023, Scouting's vision is to be the world's leading educational youth Movement, enabling 100 million young people to be active citizens who create positive change in their communities and around the world based on shared values.

As a non-formal educational Movement, Scouting continues to explore new ways that contribute to the development of young people. Scouting's unique educational approach includes learning through fun activities, outdoor engagements, and meaningful experiences that challenge and encourage young people to gain confidence, courage, and enjoy their journey of growth within a structured system.

Scouting's learner-centred approach appreciates that each youth member is a unique individual who has the potential to develop in many and different ways. By taking into account various age groups, Scouting is specifically designed to stimulate the discovery and development of individuals at their own pace.

Scouting prepares young people to be active citizens locally and globally by equipping them with the skills and leadership to respond to the social, economic, and environmental challenges facing our world. Scouts actively contribute to the achievement of the Sustainable Development Goals in their communities, affecting positive change and inspiring others.

The Youth Programme is the heart of Scouting. It contributes to the holistic development and empowerment of young people to achieve their highest potential.

Empowering individuals through personal growth, the Youth Programme addresses six dimensions of a young person's development - social, physical, intellectual, character, emotional and spiritual (SPICES) - through learning opportunities and experiences.

For each area of personal growth and development, the Youth Programme incorporates knowledge, skills, attitudes, and values that build competencies for life. Together, these competencies give young people a wealth of experiences that empower them to contribute as active members of society.

See also World Scoutings website: **https://scout.org**

Scouting Ireland and International

Scouting Ireland plays an active role in the democratic and support structures in the European Scout Region and at World Level. Our International Ambassador advocates for and support trips abroad by Irish Scout Groups. Other aspects of our international relationships are managed from Head Office.

4. Scouting Ireland

Scouting Ireland is a voluntary, uniformed, non-formal educational movement for young people. It is independent, non-political, open to all without distinction of origin, race, creed, gender, sexual orientation, or ability, in accordance with the purpose, principles and method conceived by the Founder, Robert Baden-Powell and as stated by the World Organisation of the Scout Movement.

The Aim

The Aim of Scouting Ireland is to encourage the social, physical, intellectual, character, emotional and spiritual development of young people so that they may achieve their full potential and, as responsible citizens, to improve society.

The Principles

The principles of Scouting Ireland are enshrined in the Scout Promise and the Scout Law, they include:

- Adherence to spiritual principles, loyalty to the faith that expresses them and acceptance of the duties resulting therefrom
- Loyalty to one's community in harmony with the promotion of peace, understanding and cooperation
- Responsibility for the development of oneself
- Participation in the development of society with recognition and respect for the dignity of one's fellow beings and for the integrity of the natural world
- Use of a method of progressive self-education, known as the Scout Method, comprising programmes adapted to the various age groups

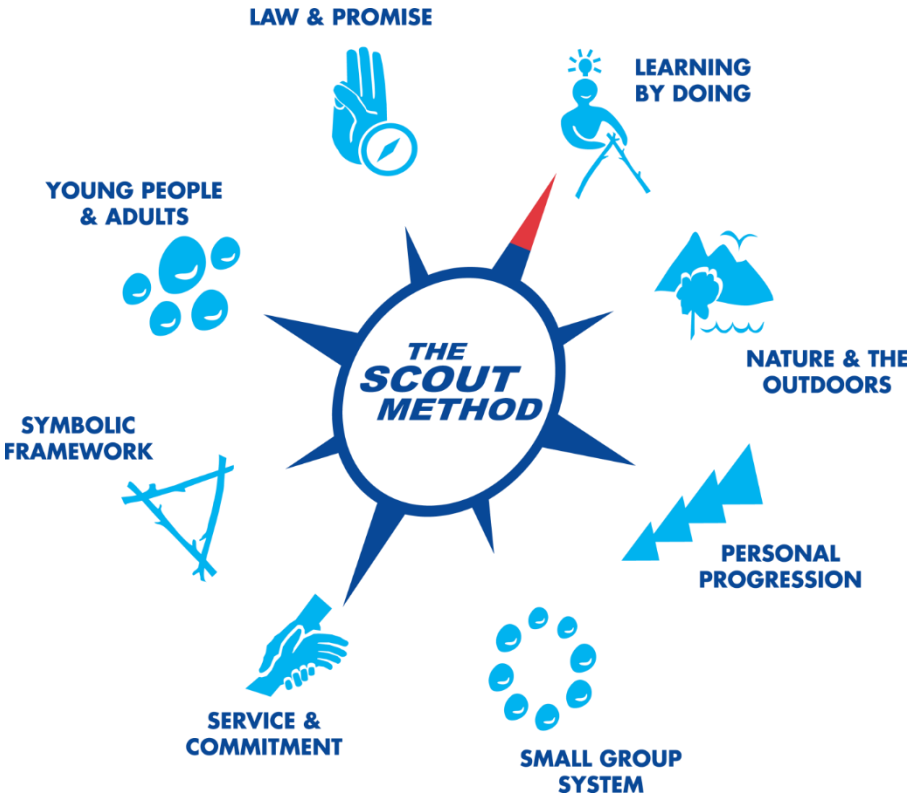
The Scout Law & Promise

The Scout Law	The Scout Promise
A Scout is loyal	**On my honour I promise that I will do my best, to do my duty to God, to serve my community, to help other people and to live by the Scout Law.**
A Scout is helpful and considerate to all	OR the following variation
A Scout has courage in all difficulties	**On my honour I promise that I will do my best to further my understanding and acceptance of a Spiritual Reality, to serve my community, to help other people and to live by the Scout Law.**
A Scout makes good use of time and is careful of possessions and property	OR the following variation
A Scout has respect for self and others	**On my honour I promise to do my best, to uphold our Scout Principles, to serve my community, to help other people and to live by the Scout Law.**
A Scout respects nature and the environment	

See also Scouting Irelands website: **https://scouts.ie**

5. The Scout Method - How we do things

The scout method is the way we do Scouting, it is an educational framework unique to Scouting that consists of eight elements which work together as a system to provide young people with a rich and active learning environment.



Learning by Doing

Learning by doing happens when Scouts actively participate in hands-on and interactive activities; not always achieving an expected outcome but always learning from their experiences.

Nature & the Outdoors

Being in nature and the outdoors gives us real life challenges and adventures. It lends inspiration, and provides us with the backdrop for putting our Scouting into practice. It opens our minds to the wonders of the world, putting our place in it into perspective, and strengthening our values.

Personal Progression

Scouting takes a young person on a journey which encourages them to try new things and enables them to grow; challenging their attitudes and behaviours as they progress through the sections. Progression is recognised formally through our personal progression scheme and informally in the steps a Scout takes through the sections.

Law and Promise

The Scout Law is a set of values that informs a code of living which young people and adults voluntarily commit to when they make their Scout Promise. The Scout Promise is a personal commitment to do your best to follow Scouting's principles and to live the Scout Law.

Service and Commitment

The aim of Scouting seeks to improve society through responsible and active citizenship. By serving and being committed to our community, from the smallest gesture of the individual to the actions and initiatives of the Scout group, we have a positive impact on the communities in which we Scout.

Small Group System

In Scouting we form small groups where Scouts work together. This facilitates leadership opportunities, shared responsibility, effective learning, and adventures, all in a safe peer driven environment.

Symbolic Framework

Symbolic framework provides a backdrop for Scouting. Through the use of symbols, themes and stories the young person's imagination is stimulated and activities are given a purpose. To help grasp the concept of Scouting, BP, our founder, created a set of symbols and traditions still in use today.

Young People and Adults

Scouting is a voluntary partnership between Scouts (young people) and Scouters (adults), whereby Scouts are supported and facilitated on their personal journey, while being encouraged and challenged to achieve their full potential.

6. Age Ranges (Programme Sections)

Scouting Ireland is built on a shared respect for the uniqueness of young people. We believe in the abilities of young people and their wish to discover and harness their own potential. We help them achieve this by providing them with the support and encouragement they need. We provide active and creative programmes through which young people acquire skills and knowledge which contribute to their personal development through the process of the Scout Method. Youth members are split into 5 different groupings (Programme Sections) based on their age, the interaction between the various programme age ranges ensure an orderly development of the youth member through the common scout programme **ONE Programme**.

Beavers Scouts (6 to 8 years)



Beaver Scouts are the youngest section. It's where we start the adventure, and the emphasis is maximum fun. Don't let our cute factor fool you as we can be as adventurous and daring as any other Scouts. While we are having fun, we still get to play with others so that we know how to get along with other people. Beaver Scouts are organised in small groups called Lodges. There is normally around 5 people in each Lodge. The Lodges are collected together in what we call a Colony. We also take on tasks so that we find out about responsibility. We learn lots of new skills by doing them, but the most important thing is that we do it with other people, especially our friends.

Beaver Scouts are given a say in what is happening in the programme. This is done through review games and at Lodge gatherings (called Log Chews). Log Chew's should be led by the Leaders (also known as "Elders") but they exist so as to get the opinions of the Beaver Scouts and to take account of these opinions when making decisions for the future.

A Beaver Scout Lodge does not have a permanent leader. Every member should be given the chance of leading the Lodge at some time. Individual Beaver Scouts should be given responsibility for minor

jobs, such as setting up for activities and tidying up afterwards, in order to further develop their ability to take on such jobs.

Every Beaver Scout should have a job within the Lodge, for example minding equipment, putting notices on the board, etc. Elders ensure that each Beaver Scout is given the chance to take on additional responsibility as they develop. We also do things like looking after the world through small things and demonstrating to others that we can be responsible.

Cub Scouts (9 to 11 years)



The Cub Scout adventure is full of fun and exploration. We are all about finding out about new things and new ways of having fun. We learn to become more responsible because we want to do more things like go on longer camps and lead activities. Cub Scouts are organised into small groups called Sixes and guess what, there are 6 Cub Scouts in them! The Sixes are collected together in what we call a Pack. The Six has one of the Cub Scouts as their leader and that person is called the Sixer. The Sixers meet and talk about things that the Cub Scouts would like to do, and this meeting is called a Sixer Council.

Cub Scouts are given more responsibility and more say in the running of the programme and as a result can do more. Responsibility is the key to helping the Cub Scout grow as it teaches them to look after themselves and to look out for others. They spend more time working in small groups and making decisions as a team. Each Six has a leader (Sixer) and assistant leader (Seconder). Every Cub Scout should have a job to do in the Six and they should be given more responsible jobs as they progress.

The Sixer's Council should meet periodically to chat about bigger issues or topics and to guide the direction of programme. Scouters should ensure that each Cub Scout is given the chance to take on additional responsibility as they develop and the chance to act as the leader of a small group on a regular basis.

Getting out into Nature is what Cub Scouting is all about. There is so much to explore in nature and the Cub Scout Programme will help the Cub Scout what to look out for.

Scouts (12 to 14/15 years)



Scouting started out of the Scout section, so it stands to reason that we have some serious fun in Scouts. The Spirit of Adventure is what drives the Scout Section to challenge you to try new things encourage Scouts to try to be more responsible, try more things as a team and even more leadership. People in the Scout Age section have a better idea of what they want and like, so it stands to reason that each Scout Section gets its identity from the members in the group, and it is a chance for them to express that identity. This identity is shaped by the Scout Promise and Law that teaches crucial values in taking on life's challenges. These include loyalty, trustworthy, respect and bravery to name a few. The word for when all the Scouts are together is a Troop, but that Troop is made up of small groups called Patrols. Every Patrol has a Patrol Leader, who meets with the other Patrol Leaders to talk about things that are going in the Troop. This meeting is called a Patrol Leader Council.

In the Scout Troop, the Patrol should be the grouping for most activities, meetings and events. More and more should be done in Patrols and Patrols should be encouraged to organize separate activities, meetings and events on a regular basis. Each Scout will share their needs, their requirements and their suggestions with the Patrol, and the Patrol Leader will represent the views of

their Patrol members at the Patrol Leaders Council. The Patrol Leaders Council will direct the Scout Troop and will help maintain a high standard of programme and good order in the Troop. Most activity is done in Patrols and each Patrol will make decisions for itself, review its own progress, and decide on its own future plans. The Patrol Leader, with the Assistant Patrol Leader, has overall responsibility for the Patrol and should encourage each Scout to take on more responsibility as they progress over time. Each Scout should be given the opportunity to take on a leadership role on a regular basis; different activities, events or topics should be used to provide such opportunities.

Venture Scouts (15/16 to 17 years)



The programme involves a wide variety of exciting and adventurous activities, where the Venture Scouts themselves are responsible for designing, planning and implementing their activities. From Beach BBQ's to white water rafting to building snow caves on a winter expedition in the Alps, the programme is limited only by the young person's imagination.

In Venture Scouts the young person takes full ownership of the programme, and they decide what they will do, when they will do it and how it will be done. In doing this they are supported and advised by a dedicated team of Venture Scouters, whose role is to guide and mentor the Venture Scouts as they develop their skills in planning and organisation.

When all the Ventures Scouts are together, they are called a Unit, but they work in small sub-groups called Crews which come together to plan and organise specific activities. Some of these activities will involve all of the Unit and some will involve only Venture Scouts with similar interests. One Crew might take on the Four Peaks Challenge while another Crew might want to put on a stage show. The Crew system allows for a wide variety of interests to be explored. But it doesn't stop there. Venture Scouting involves meeting and interacting with Venture Scouts from all around the country. National Events give Units the opportunity to test their skills to the limit while at the same time getting to hang out with new people of their own age.

Rover Scouts (18 to 25 years)

Rover Scouting is your chance to try something different.



For 18-25 year olds, Rover Scouts is a network offering exciting opportunities whether you're into rock-climbing, kayaking or something more obscure. You'll always find someone to share your interests and introduce you to try new things. Of course there is a social element too, time spent with friends, new and old, and sharing stories is time well spent. It's more than just a social club though. For many, school is over and real life is about to begin, some are already in the thick of it. College, jobs, money and relationships are all a part of life. This is the time of life when we need to build our experiences, make our mistakes and enjoy life.

So when you and your mates organise a trip to Switzerland, attend any of the national or international events for Rovers, or use your time to help out your community, you're gaining vital skills which will help you out in later life. Because there can be so much going on in the life of the average Rover the programme has been designed to be flexible. You pick the challenges and you decide when and how you carry them out.

To get things started we'd like to introduce you to the ASSES. These cover pretty much all you can do as a Rover. They are Adventurous, Social, Skill Building, Environmental and Service to others.

Adventurous… Get the adrenaline going, see how far you can push yourself. Take on an expedition that will really stretch you.

Social… Be a social animal, connect with loads of people, from here and abroad. Get to know the culture of people in other communities and countries.

Skills… Learn a new skill or take one you already have to a new level.

Environmental… Become aware of how everything you do impacts on the environment. Try doing something to make a positive impact.

Service… Work with your community, this can be one of the most interesting experiences you'll have. Try doing something that will make a lasting difference.

Rover Scouts build their programme around these five broad areas. This can involve a number of small activities to begin with. As you get used to creating your own ideas you can then aim for bigger activities and projects. A good structure for Rover Scouts is to plan one major activity or project in each of the five over the course of the year.

7. The Role of the Programme Scouter

The role of the Scouter is one that entails certain responsibilities. These are particularly important when the Leadership involves the influence and control of young people. A Scouter is a uniformed adult member who facilitates and supports the Youth Programme of Scouting Ireland. All Scouters make the commitment of the Scout Promise.

The main areas of responsibilities can be listed as:

To the young people

- They joined the Movement for fun and adventure, are they getting these?
- Responsibility for their safety and well-being while in your care
- Helping them to understand their Promise and Law
- Giving them a sense of belonging
- Being aware of their needs

To the parents

- For the young person's safekeeping while in your care
- For the moral, spiritual and physical welfare of their child while in your care

To the organisation

- To abide by the policies, procedures and guidelines set out by the organisation.
- To be a good ambassador of Scouting at all times

To others

- To be friendly, courteous and kind to those you are working with
- For your own personal development as a person

To yourself

- To live your own Scout Promise

To work effectively in your role as a Scouter you should consider the following:

- Your belief in Scouting

- Your sense of responsibility
- Your ability to communicate and get a response from the young people in your care
- Your organising ability
- Your sense of fun

Scouters can develop these qualities through reading; observing the activities of others; and by looking objectively at what they themselves are doing and learning from their mistakes. Formal training courses will help a Scouter to continue their own training.

The skilled and committed Scouter will not always appear to be leading. They will be a part of a team and will operate in a position of trust and understanding built up between the Scouter and the young person. When the opportunity arises the Scouter will encourage others to take the lead, more often encouraging people to do things rather than telling them. A Scouter must be sensitive to the needs, feelings and problems facing each young person in the Section. Time and effort must be allocated to individuals - to make them feel they belong and are wanted - to make them feel they are important and have a very definite contribution to make. It is important for a Scouter to create within their Section a safe environment based on trust and understanding that will enable each member to be helped and developed. It is within this framework that the day-to-day running of a Section can flourish and that the real benefits of Scouting can be gained.

8. Safeguarding Children and Young People

The welfare and interests of children are paramount in everything we do. We aim to ensure that all children have a positive and enjoyable experience of Scouting in a safe and child-centred environment. Children must be safeguarded whilst participating in any Scouting activities, regardless of gender, marital status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

Our **Child Safeguarding and Child Protection Policy and Procedures** sets out how we

- Promote and prioritise the safety and well-being of children
- Ensure all volunteers and staff members understand their roles and responsibilities in respect of safeguarding and are provided with appropriate education to recognise, identify and respond to sign of abuse, neglect and other safeguarding concerns relating to children
- Ensure appropriate action is taken in the event of incidents/concerns of abuse and that support is provided to the individual/s who raise or disclose the concern
- Ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- Ensure robust safeguarding arrangements and procedures are in operation

The **Code of Behaviour: To Assist Adults engaging with Children in Scouting** has been developed as a guide to instruct and advise scouters and Scouting Ireland staff how to properly:

1. Safeguard children, thereby preventing harm though abuse
2. Respond to a concern or suspicion that a child is being, has been or is at risk of being abused

The Code of Behaviour is also designed to inform parents of these behaviours and practices.

The Code of Behaviour sets out 7 Points of Behavioural Awareness as follows.

> *When we use the Scout Method to encourage the social, physical and spiritual development of our youth members they should always keep in mind, and be aware of, the following behaviours. This will endeavour to ensure excellence in respect of Scouting Ireland's best possible Safeguarding practices for both our Youth Members, Leaders and our Adult Scouters.*

1. *Act in an open and visible manner when working with Youth Members*
2. *Sometimes it's better not to join in*
3. *Be positive in your conversation*
4. *Mixed gender Programme Sections must have mixed gender leadership*
5. *Be alert to your own emotional feelings and the feelings of others*
6. *Consider the situation*
7. *Protect your good name*

Scouting Ireland is committed to ensuring all young people enjoy their time in Scouting in a safe and enjoyable way. The safety and well-being of our young people is the responsibility of all volunteers and staff of Scouting Ireland. We encourage all to play their part in ensuring that Scouting Ireland remains a safe place for all.

You should read these two documents and familiarise yourself with their contents, your Guide will help you with any questions you may have about them.

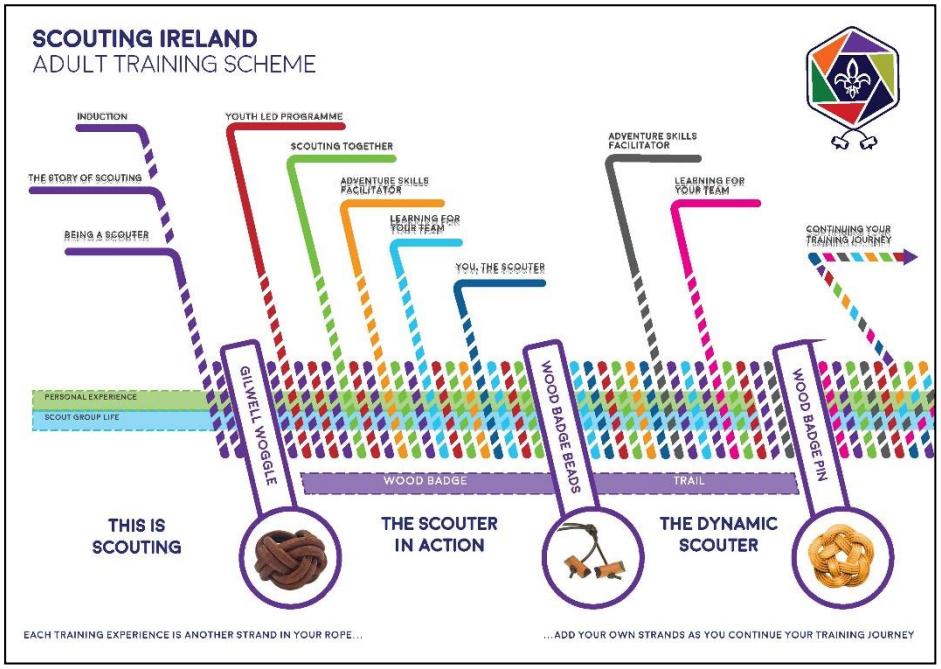
BOD-SG001 Child Safeguarding and Child Protection Policy and Procedures

BOD-SG002 Code of Behaviour: To Assist Adults engaging with Children in Scouting

9. Our Training Scheme for Programme Scouters

We provide a range of training opportunities for our Programme Scouters, this incorporates

- **Induction Training**
- **The Wood Badge Trail**
- **Continuous Learning**



Components and Strands

The training scheme for Programme Scouters comprises four Components and each Component has a number of Strands.

The Components are:

- This is Scouting
- The Scouter in Action
- The Dynamic Scouter
- Continuing your Journey

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 Stages 1 through 5 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:
- Scouting Together
- Youth Led Programme
- 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 Stages 1 through 5 in another Adventure Skill of choice
- 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 Pin

Features

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 Programme in a practical way

- Individual choice is provided in a number of ways
  - Most courses in **The Scouter in Action** may be undertaken in any sequence, but **You the Scouter** is to be undertaken as the final course
  - The courses in **The Dynamic Scouter** may be undertaken in any sequence
  - **Learning for your Team** consists of a number of learning modules which the participant may choose from
  - **Continuing your Journey** consists of a number of learning modules which the participant may choose from
- A variety of methods are used, including:
  - **Training /Courses**, Interactive learning - 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

More…

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).

More information on our training scheme can be found in the following publications:

Training Programme Scouters

Adult Training Standards

10. Our Approach to Supporting Programme Scouters

Mentoring

Once you have started working in a Programme Section Team you should be assigned a Mentor. The Mentor for Programme Section Team members will normally be the Programme Section Team Lead; the Mentor for Programme Team Leads will normally be the Group Leader or a Deputy Group Leader. The Programme Section Team Lead may nominate some other suitable person to be your Mentor, for instance if there is a trainer on the Programme Section Team, that person may well be a suitable Mentor. The Programme Section Team Lead should discuss the selection of Mentors with the Group Leader or with someone designated by the Group Leader such as a Deputy Group Leader or experienced Scouter or Trainer.

The Mentor will support you by:

- Providing you with support with your training
- Helping you to access other help and information you may need
- Helping you to play an effective role on the team

Mutual Agreement and Review

Mutual Agreement

We use a specific process to provide a bit of structure to managing our commitment to you and yours to us. We put in place a Mutual Agreement with each adult volunteer and that we Review this with them regularly, at least once every year. This is referred to as the Mutual Agreement and Review cycle. Adult volunteers in Scouting usually work in a team, and so most Mutual Agreements will be formed in a team context by the relevant Team Lead.

If you, as the Individual, are to get proper benefit from the Mutual Agreement and Review, the other team members and the Team Lead have to be involved. This is usually done through a team meeting, the result which should be a common understanding of the team goals and of each Individual's commitment for the coming year.

The Mutual Agreement will cover:

- The relevant role description
- What goals the team will set itself in the period covered by the agreement
- What each individual agrees to contribute towards achieving the goals
- The way in which the team will work together
- What training and support each individual will need, as well as who will ensure they get it
- A date for the Review, usually one year after the date of the Mutual Agreement

The Mutual Agreement not only outlines the individual's commitment to the role they have undertaken but also the Team Lead's commitment to the individual.

Review

The Review process provides a means to honestly examine how the team has performed in relation to the role description, to acknowledge the things that are going well, and to tackle the things that need improvement. Individual review and agreement may take place subsequent to this team meeting. The primary outcome of the Review meeting should be a fresh set of team goals as well as a fresh Mutual Agreement for the team and for each team member.

11. The Scout Group

The Scout Group is the most important level within Scouting Ireland. This is the local and primary level at which most Youth Members and Scouters are involved within Scouting Ireland. It is the primary vehicle for supporting active youth programme and for supporting our adult volunteers.

The Scout Group is made up of a number of Programme Sections. Each Scout Group has its own identity (name, number and neckerchief) and scouting traditions. Some of the key characteristics of Group life in a well-functioning Scout Group include:

- Provision of quality programmes and adventurous activities that are planned by youth members
- Provision of positive, supported, safe and fun spaces for both youth members and adults to grow in confidence and skills
- Interaction between the various Programme Sections to ensure the positive development of the youth member through all age ranges
- Encouraging and ensuring that all of its Scouters are properly and adequately trained to fulfil their responsibilities
- Active participation in the local community which is valued by the community
- The welcoming attitude of Group Scouters
- Shared values through the Scout Law and Promise
- Using all elements of the Scout Method in conjunction with each other
- Democratic decision-making processes and effective Group Council

The Group Council is the team that manages and oversees Scouting within the Scout Group, and the Scout Group is led by a Group Leader. The Group Leader's role is to oversee the day-day running of

the group in line with Scouting Irelands' policies, procedures, and guidelines. They are supported in this by the Scout Group Council.

Some of the functions of the Scout Group Council are to:

- Plan and coordinate all activity of the Scout Group
- Control and allocate finance and maintain proper accounts
- Ensure that the Programme Sections operate the Youth Programme in accordance with the Aim, Principles and Method of Scouting Ireland
- Ensure inclusive decision making throughout the Scout Group so that the voices of Scouts and Scouters are heard
- Provide support to the Group Scouters in the delivery of the Youth Programme within the Programme Section
- Recruit suitable individuals to membership of Scouting Ireland and make nominations for appointment as Group Scouters

Some Scout Groups follow a specific Symbolic Framework centred about inland waters and the marine; they are called Sea Scouts. Nautical Badges provide a framework for the development of skills for youth members in a Sea Scout Group. The nautical atmosphere and tradition within these Groups help to promote and enable the learning of water-related skills by the Youth Members.

12. The Scout County

The Scout County comprises of a number of Scout Groups who co-operate for their mutual benefit. It is through the Scout County that the Scout Group should find most support. The Scout County is based on a geographical area of reasonable size.

The main organisational structures of the Scout County are:

- The Scout County Board
- The Scout County Management Committee
- The Scout County Youth Forum

Some people within the County you will work with

County Commissioner (CC)

The County Commissioner is primarily responsible for the management and co-ordination of the resources of the Scout County, and they support each Group Leader within the Scout County.

County Training Coordinator (CTC)

The County Training Coordinator is primarily responsible for ensuring that the training needs of the Scouters in the Scout County are correctly identified and provided for. The County Training Coordinator works with the Provincial Training Coordinator (PTC) to ensure that adequate and appropriate courses are provided. The Provincial Training Coordinate manages liaison at National level and maintains a panel of qualified Trainers in the Scout Province.

County Programme Coordinator (CPC)

The County Programme Coordinator is responsible for providing assistance and guidance to the Scout Groups within the Scout County in relation to the Youth Programme of Scouting Ireland through the Scout County Programme Team.

Appendix A - Our Scout Group

Name of Scout Group:

Group Number:

Group Neckerchief Colours:

Group Leader Name: Contact Details:

Mentor Name: Contact Details:

Address of Scout Hall / Meeting Place:

Group website:

Group Media page:

County Name:

County Commissioner Name: Contact Details:

Programme Sections	Name	Meeting / Day	Time	Team lead	Contact Details
Beaver Scouts					
Cub Scouts					
Scouts					
Venture Scouts					
Rover Scouts					