Welcoming Adults to Scouting - Induction

Scouting Ireland

Introduction

This short publication outlines the importance of ensuring all new adult volunteers are welcomed and introduced to the workings of the Scout Group and to Scouting Ireland.

The Scouting Ireland induction process is a structured approach to supporting a prospective new Scouter, helping them to get to know more about the role while also getting thorough the paperwork and processes to enable Vetting and Appointment Application.

This process should be followed for any adult who volunteers to become a Scouter. It should also be followed for Youth Members (Rover Scouts and ex-Venture Scouts) who wish to become Scouters, although they are not required to undertake **The Story of Scouting** eLearning module and interactive training course.

The Group Leader will oversee the Induction process in each Scout Group and may ask another Scouter to facilitate the process for each new Scouter. The person facilitating the Induction process on behalf of the Group Leader is referred to as the **Guide**. The Guide is there to support the candidate Scouter through this introduction to Scouting.

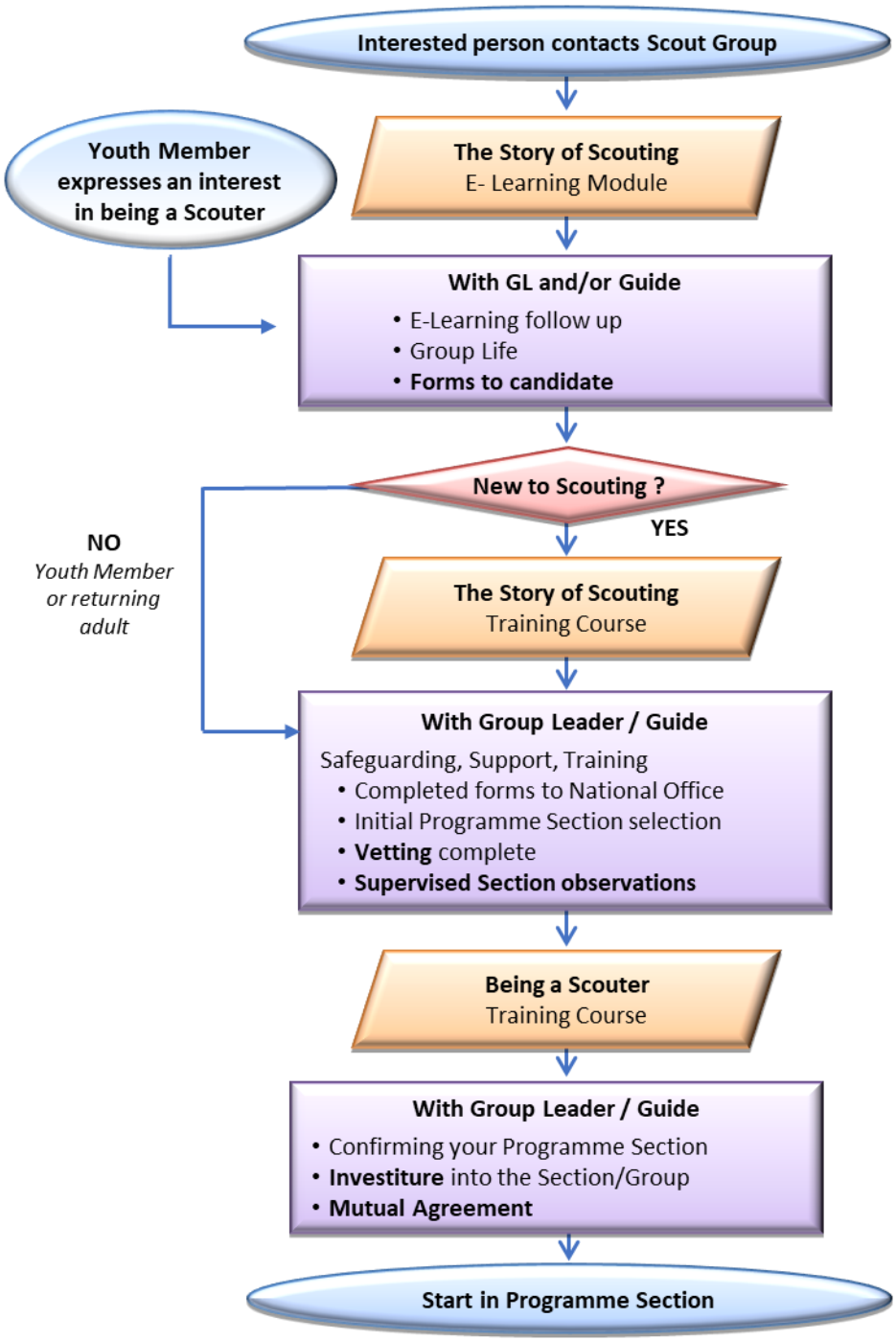
Each person undertaking the Induction process will be given a copy of the **Induction Handbook** which contains useful information which they should refer to during the Induction process. If there is anything that they do not understand or wish to know more about, they are advised to ask the Guide about it.

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 Induction process, you should ask your Group Leader, County Commissioner, Provincial Adult Resources Representative, or Provincial Support Staff.

This document was derived from Section 410 of the Group Leader Handbook (originally published September 1st 2016), content was reformatted and updated slightly to reflect the current situation.

The Induction Process



The Steps in the Induction Process

Step One **Show of interest, contact with Group Leader**

The Group Leader (GL) or a designated Deputy Group Leader (DGL) should meet with any adult who expresses an interested in becoming a Scouter. They should provide their contact details and should get contact details from the new volunteer. The GL/DGL should explain that we have a process to help interested adults to understand what is involved and to getting started.

Step Two **The Story of Scouting - eLearning**

The GL/DGL should invite the volunteer to undertake the Story of Scouting eLearning module. After completing this short module the participant will have a better idea about Scouting and what it offers young people. The GL/DGL should look at the eLearning module so that they can answer any questions the volunteer may have about it, the Induction Handbook provides some backup information which the GL/DGL may find useful. It is important that the volunteer gets the 'Fun, Friendship, Challenge' aspects, and also the educational nature of the programme.

Step Three **Group Life**

If the volunteer is still interested after they have completed the eLearning module then the GL/DGL should introduce the application and vetting forms and ask the volunteer to consider them and to fill them in over the next few days, this may take a while because they are required to provide two referees to vouch for their character.

The GL/DGL may appoint another experienced Scouter to act as a Guide for this volunteer or they may take on this role themselves. They should explain the role of the Guide and introduce the volunteer to the person who will fulfil that role.

The Guide should provide a copy of the Induction Handbook to the volunteer, invite them to read it topic by topic and deal with any questions as they arise. This may take a few days or a couple of weeks the important thing is that they take on the information and understand what it means.

While this is going on the Guide should arrange for the volunteer to attend the Story of Scouting training course as soon as possible. They should introduce the volunteer to other Scouters in the Scout Group, explain how the Scout Group is organised, when the Programme Sections meet and where, the role of Group Council and who's on it and other matters relevant to the life of the Scout Group.

Step Four **The Story of Scouting - training course**

This training course (which takes about 3 hours) introduces the volunteer to some of the concepts and methodologies used in Scouting, such as the Scout Method. It is structured like a meeting with our Youth Members so participants can experience and appreciate what we do and how we do it.

The Guide should consult the separate publication **Training Programme Scouters** so that they know what's been covered on this course and are ready to answer any questions which may arise.

Step Five **Supports, Training and Programme Sections**

After the Story of Scouting the GL/DGL should ensure that the application form and the vetting paperwork have been completed properly and are sent to National Office. The Guide should explain what supports are available within the Scout Group and from the County Team. They should also explain the Training Scheme and ensure that the volunteer understands what's expected of them and how vital the training is to the role they may take on.

Once the vetting process has been completed and National Office have informed the Scouter and the Group Leader the Guide should then ensure the volunteer is booked onto the next available Being a Scouter course, that it a prerequisite to them supervising young people.

The GL/DGL should have a discussion as to which of the Programme Sections would be best for the volunteer to work with, this will depend on the interests and skills of the volunteer and also the needs of the individual Programme Section teams.

At this stage the Guide should arrange for the volunteer to attend a number of meetings which should not exceed six (6) in total of the Programme Section so that they can observe what happens there. The Guide should accompany the volunteer on these observation visits, introducing them to the Programme Section team, explaining what is going on and ensuring that any questions that arise are answered. Of course prior agreement with the Programme Section teams is essential to the success of these visits.

Step Six **Being a Scouter - a two-day training course**

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 methods, our symbolism and our motivations. 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 **Commitment and becoming a Scouter**

When the Scouter has completed the Being a Scouter course the Guide should review the learning with them and help them to see how it relates to what they have seen in the Scout Group. The Training Programme Scouters publication should again be referenced here.

The GL/DGL should revisit the discussion about which of the Programme Sections would be best for the volunteer to work with, to ensure that this is still the right choice. Once the decision is finalised, the GL/DGL should meet the volunteer and the Programme Section team lead and create a **Mutual Agreement**. Once this is done the new Scouter should be invested into the Scout Movement and the Scout Group with appropriate ceremony.

Conclusion

At this point the volunteer has become a Scouter and started on their training journey, they are part of a Programme Section team. The GL, DGL, Programme Team Lead or some other experienced Scouter should be appointed as their Mentor to support them in their role, see the separate publication entitled **Supporting Adult Volunteers - Mentoring** for more details of that process.