

2 Volunteers in Scouting

- **An overview**
- **The World Adult Resources Policy**
- **Selection and recruitment, including Child Protection**
- **Training and support**
- **Review, renewal, retirement**
- **Support from WOSM**

An Overview

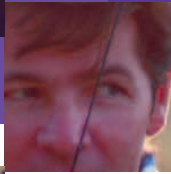
For Scouting to be successful it needs a wide group of volunteers with a variety of skills:

- adults who work as a team to deliver the youth programme,
- adults who provide particular expertise which can extend the range of activities in the youth programme
- adults who support the leaders who work with young people
- adults who train other adults
- adults with administration, charring and finance skills who support the administration of Scouting.



Volunteers in Scouting Toolkit

2



Volunteers in Scouting need to feel valued and their contribution needs to be managed. Volunteers need to be recruited to fill vacancies in the variety of roles required. Volunteers need to be trained and supported in their role. Volunteers need to be helped to take on new roles or to retire from Scouting when the time is right.

Managing volunteers requires a particular approach and a particular set of skills. People need to be valued for giving their time and expertise, helped to develop their skills and talents and grow as they gain more knowledge and experience in the Movement.

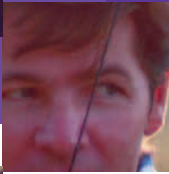
We also need to recognise that our volunteers have other commitments in their lives, so they may need a less demanding role in Scouting or may need to step down from their responsibilities for a while. This should be possible but it means getting to know our volunteers as people and helping find a role in Scouting suitable for them at their particular stage in life, helping them and Scouting to benefit from their energy, commitment and enthusiasm.

The World Adult Resources Policy provides a framework for Scouting to manage its volunteers.



Volunteers in Scouting Toolkit

2



The World Adult Resources Policy

Examine the World Adult Resources Policy and look in detail at the three stages of the life-cycle of an Adult in Scouting (AIS).

- What elements are already established in your NSO/association?
- What impact does this have?
- Again test your impression by asking other volunteers for their input.

1. Consider each of the three areas of the life-cycle.

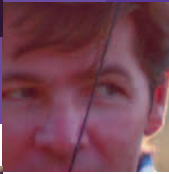
- How can they be strengthened for the volunteers currently in your NSO/association?
- If new volunteers are to be recruited, how will you use the World Adult Resources Policy to support these people?
- If you wish to extend the use of this policy, consider how this will be done, who will do it and how it will be supported and developed in the future?

Work sheet 2.1 may help you with your deliberations.

2. Do you have a policy and practices in place for child protection? If not, then read the policy 'Keeping Scouts Safe from Harm', adopted at the World Scout Conference in Thessaloniki (2002). When recruiting volunteers it is very important to ensure that they are 'suitable' to be involved in a youth organisation. Many NSOs/associations have policies and practices relating to child protection. Examine their material to develop plans of action to ensure there are policies, practices and training on this topic in your NSO/association.

3. Make concrete plans to introduce policies, procedures and practices to introduce 'Keeping Scouts Safe from Harm' in your NSO/association or review your current policies and practices to make sure they are relevant and up to date.

4. Support and guidance to develop a plan is available from your Regional Scout Office or from the Director of Adult Resources at the World Scout Bureau.



▶ Volunteers in Scouting Toolkit

2

Supporting documentation

The World Adult Resources Policy
www.scout.org -> Scout Library -> Adult Resources

Introduction to Adults in Scouting
www.scout.org-> Scout Library -> Adult Resources

World Adult Resources Handbook
www.scout.org-> Scout Library -> Adult Resources

Keeping Scouts Safe from Harm

Worksheet 2.1. Questionnaire on AIS in your NSO/association
In this section tools are available to help you explore the situation in your NSO/association.

