

# Welcoming adults to Scouting Induction Handbook

Issue 1 - 0316



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### Welcome

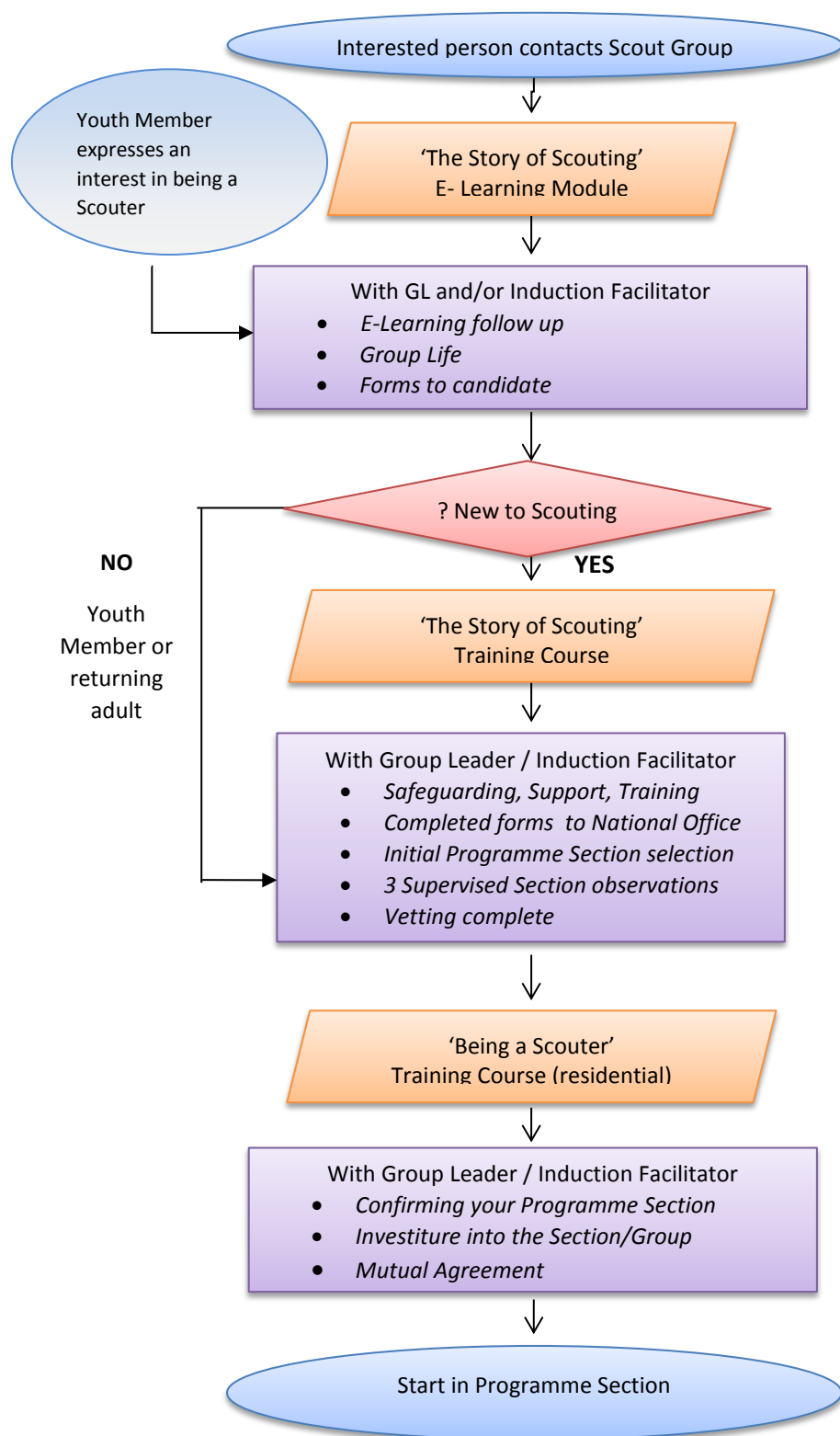
The Scouting Ireland induction process is a ‘supported journey’ that an adult will partake in when they show an interest in being a Scouter. Youth Members who seek to become Scouters will also engage with this process but are not required to undertake certain aspects of the “The Story of Scouting” training strands.

Your Group Leader oversees the Induction process in your Scout Group and may ask another Scouter to lead the process for each new Scouter. The person leading the Induction process for you is referred to in this guidebook as the ‘Induction Facilitator’. You should refer to this handbook during your Induction process. If there is anything that you do not understand or wish to know more about, ask your Group Leader or Induction Facilitator. They are there to help and guide you through this introduction to Scouting.

We warmly welcome you and wish you well in your work in Scouting. Remember we are all one family in Scouting, so feel assured of our friendship, help and support.



## The Induction process





### The Steps in the Induction Process

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

*Initial contact with the Scout Group, make contact with the Group Leader and exchange details, you will be directed to the 'Story of Scouting' - eLearning module on the 'Leaders' page on our website [www.scouts.ie](http://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 aims to introduce new adults to Scouting, and some of the concepts and methodologies that we use.*

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

*The Group Leader 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 meeting of three different Programme Sections, so that you can see them in action.*

**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** Commitment and becoming a Scouter.

*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.*



### The Big Picture -World Scouting

Scouting across the globe, "World Scouting", is governed by the World Organization of the Scout Movement (WOSM).

WOSM is an independent, non-political, non-governmental organisation that is made up of 161 National Scout Organizations (NSOs). These NSOs are located in 223 countries and territories around the world. With over 40 million members in some one million local community Scout Groups, WOSM is the largest youth movement in the world. Some seven million members in WOSM are adult volunteers who support local activities. Through peer-to-peer leadership, supported by adults, each local Scout Group embraces the same set of values illustrated in the Scout Promise and Law. Each of the one million local Scout Groups follows a similar system of non-formal education suited to the unique aspects of their local community.

#### Purpose

The purpose of World Scouting is to promote unity and the understanding of Scouting's purpose and principles while facilitating its expansion and development. The organs of WOSM are the World Scout Conference, the World Scout Committee, and the World Scout Bureau.

#### Mission

"The Mission of Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society."

#### Role of Scouting Irelands International Commissioner and International Team

The International Commissioner is elected by National Council. The International Commissioner and their team co-ordinate all the International aspects of Scouting Ireland including; groups travelling abroad, foreign Scouts visiting Ireland, Scouting Ireland personnel on European/World Committee and participation at International events.



### What is 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 Purpose

Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society.

### 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 and 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 one's self;
- 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 Promise

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.

OR the following variation

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.

OR the following variation

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.



## The Scout Law

A Scout is to be trusted.

A Scout is loyal.

A Scout is helpful and considerate to all.

A Scout has courage in all difficulties.

A Scout makes good use of time and is careful of possessions and property.

A Scout has respect for self and others.

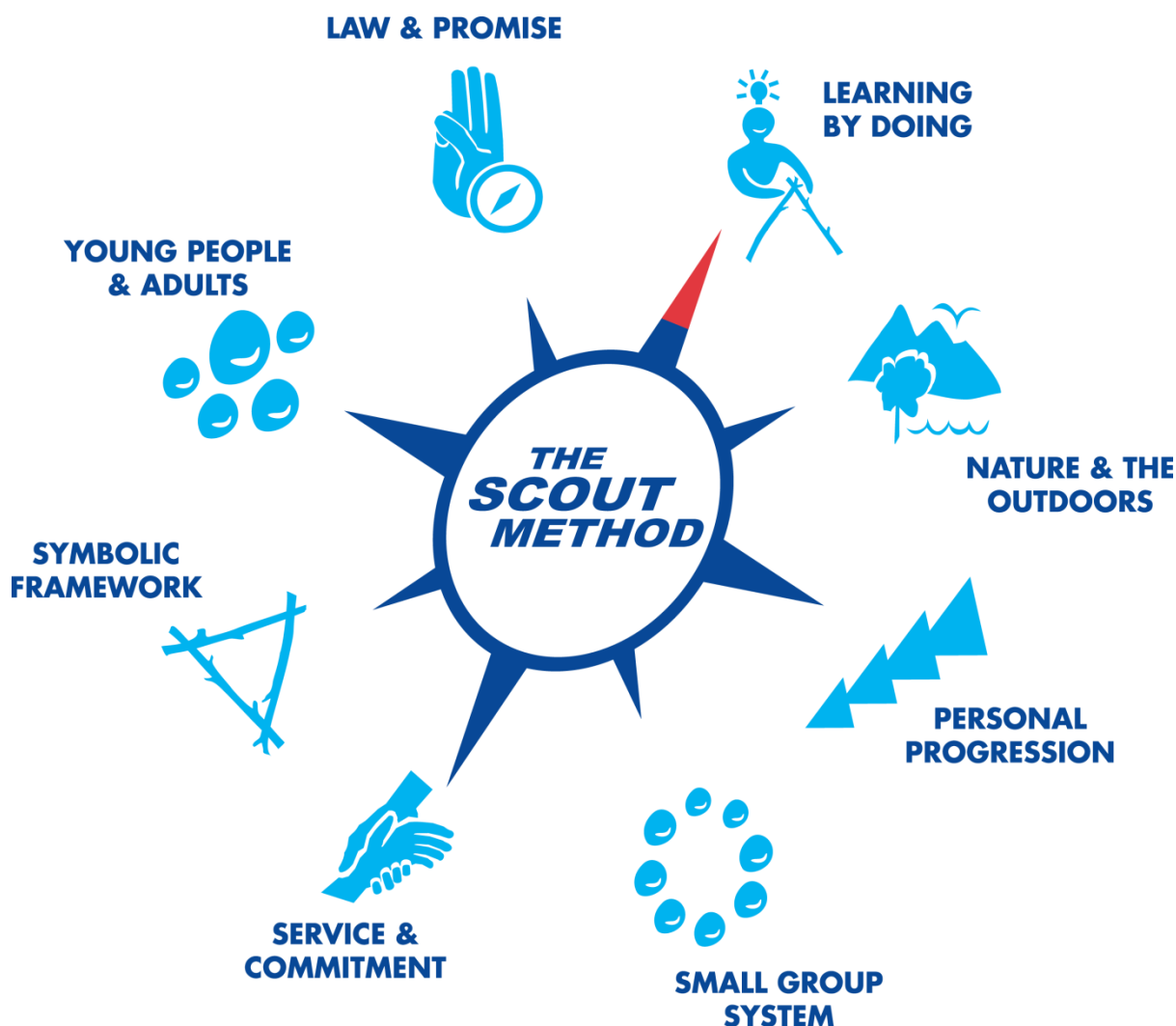
A Scout respects nature and the environment.





## How we doing things? The Scout Method

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.



### LEARN 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 AND 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.



### PROGRESSIVE SCHEME

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.

### PROMISE & LAW

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, Baden Powell, our founder, created a set of symbols and traditions still in use today.

### YOUNG PEOPLE AND ADULTS TOGETHER

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.



### 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 five 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 (6-8 years)

Beaver Scouts are the youngest section. It's where they start the adventure and the emphasis is maximum fun. Don't let their cute factor fool you, as they can be as adventurous and daring as any other Scouts. While they are having fun, they 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 are normally around five people in each Lodge. The Lodges are collected together in what we call a Colony. They also take on tasks so that they find out about responsibility. They learn lots of new skills by doing them but the most important thing is that they do it with other people, especially their 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 Chews should be led by the Scouters (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. They also do things like looking after the world through small things and demonstrating to others that they can be responsible.

#### Cub Scouts (9-11 years)

The Cub Scout adventure is full of fun and exploration. Cub Scouts are all about finding out about new things and new ways of having fun. They 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 six 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. Every Cub Scout should have a job to do in the Six and they should be given more responsible jobs as they progress.

The Sixers 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 (12-15 years)

Scouting started out of the Scout section, so it stands to reason that they have some serious fun in Scouts. The Spirit of Adventure is what drives the Scout Section to challenge them to try new things, encourage Scouts to be more responsible and do more things as a team and even more leadership. Members of the Scout 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, trustworthiness, 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 Leaders 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 his/her 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 its self, 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 (15-17 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 people take 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 the entire 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 Venture Scout 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 (18-25 years)

Rover Scouts is a network offering exciting opportunities, whether someone is into rock-climbing, kayaking or something more obscure. Rovers always find someone to share their interests and encourage them 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 they and their mates organise a trip to Switzerland, attend any of the national or international events for Rovers, or use their time to help out their community, they are gaining vital skills which will help them 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. They pick the challenges and you decide when and how you carry them out.

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

- |                |   |
|----------------|---|
| Adventurous:   | Get the adrenaline going; see how far they can push themselves. Take on an expedition that will really challenge them.                                |
| 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 they already have to a new level.  |
| Environmental: | Become aware of how everything they do impacts on the environment. Try doing something to make a positive impact.                                     |
| Service:       | Work with their community, this can be one of the most interesting experiences they'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 they get used to creating their own ideas they 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.



### Group Life

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 age ranges to ensure the positive development of the youth member through the Scout Group 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 Promise and Law.;
- Using all elements of the Scout Method in conjunction with each other;
- A 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 Ireland's Constitution and Rules. 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;
- Implement the Youth & Adult Involvement Policy of Scouting Ireland;
- 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.

Members of the Scout Group Council include:

- The Group Leader;
- Deputy Group Leader(s);
- Up to three Programme Scouters from the Beaver Scouts, Cub Scouts, Scouts, Venture Scouts and three members elected by the Rover Scouts;
- The Group Chairperson;
- The Group Secretary;
- The Group Treasurer;
- Group Spiritual/Religious Advisors/Chaplains;
- The Group Quartermaster/Bo' sun;



- Up to three other members of Scouting Ireland co-opted by the Group Council;
- Up to three other representatives of the Parents & Friends Support Group;
- The Group Trainer;
- A youth representative from the Scout Section;
- A youth representative from the Venture Scout Section;
- A youth representative from the Rover Scout Section.

Depending on the agenda for a Group Council meeting, it may be appropriate to have reports from the Programme Sections and other members of the Group Council (e.g. Group Treasurer or Group Trainer), updating the Group Council on progress in their respective areas.

It is important at meetings of the Scout Group Council that all members feel that their opinion is valued and respected and that all feel that there is an environment of openness and transparency. This will ensure meaningful decision and debate. While voting may be necessary at Scout Group Council, it is normally considered most appropriate that decisions are reached by consensus, where feasible.

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.



## Our Group

Name of Group		Group Number			
			Name	Contact	
Group Neckerchief Colours		Group Leader			
		My Mentor			
Address of Den		Name of Key holder			
County		County Communer			
	Name	Contact		Name	Contact
Group Treasure			Group Secretary		
Group Trainer			Group Chairman		
Group Website			Group Facebook		
Sections:	Name	Night	Time	Team lead	Contact number
Beaver Scouts					
Cub Scouts					
Scouts					
Venture Scouts					
Rover Scouts					





## Support from the Scout County

### 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 distance. The boundaries of the Scout County are determined by the National Management Committee and are, where possible, based on local authority areas.

The main organisational structures of the Scout County are:

- A. The Scout County Board
- B. The Scout County Management Committee
- C. The Scout County Youth Forum

### Some people within the County you will work with

#### County Commissioner (CC)

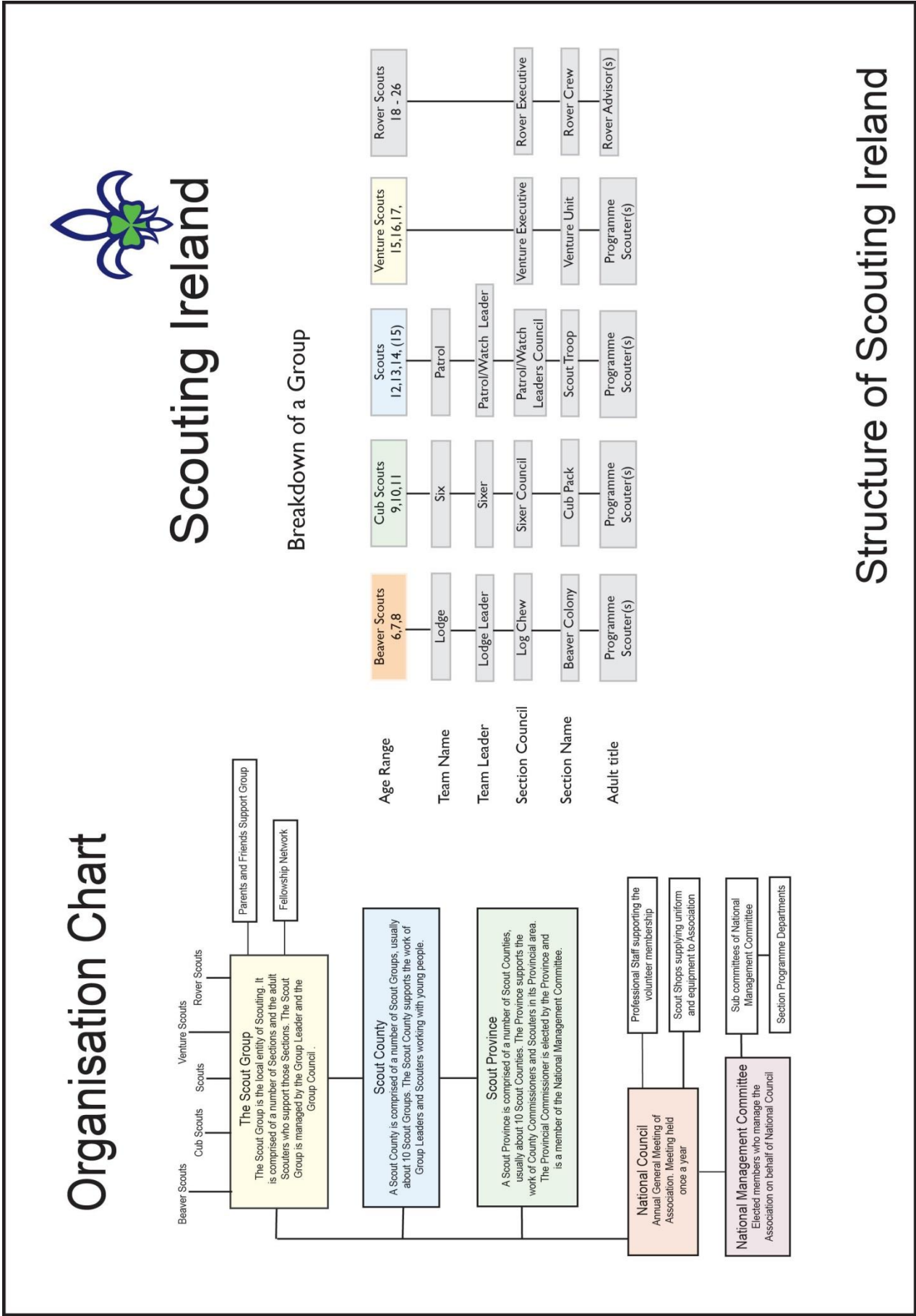
The County Commissioner is primarily responsible for the management and co-ordination of the resources of the Scout County and they support each Group Leader within the Scout County.

#### County Training Coordinator (CTC)

The County Training Coordinator is primarily responsible 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 Coordinator manages liaison at a 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.





### Your role and responsibilities in Scouting (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 Association

- To uphold the Constitution and Rules of the Association;
- 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. He/she 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.



### 7 points of behavioural awareness

#### 1. Act in an open and visible manner when working with Youth Members

Scouters should ensure that an open environment exists. If a situation arises where a certain amount of privacy is required (for example, a disciplinary issue or treatment of an injury) always try to have someone with you or make sure that others are within vision and, preferably, within earshot. However sincere the intentions, a Scouter should not be a 'one - man band' and run a meeting/activity on his or her own. It is imperative that there is another adult present, in itself to comply with the Association's rules for the safety of the Youth Members, as well as for the security of being less likely to be accused of doing something improper.

#### 2. Sometimes it's better not to join in

There is, and always has been, the situation where Scouters join in games 'to make up the numbers' or to greater encourage participation or to add to the novelty of the game or activity. While everyone is having fun and no harm is done, there is a certain element of risk associated with such an activity. All it takes is for a young person to be hurt, or suggest that they had been inappropriately touched for the 'fun' to be taken as 'serious'. Scouters should not engage in horseplay with Youth Members. So, the simple advice is - organise, supervise or monitor and enjoy watching the fun!

#### 3. Be positive in your conversation

The way you speak to young people about themselves or others can create a positive and supportive atmosphere. Improper comment, suggestion or inappropriate humour can result in creating hurt and confusion in a child. Avoid making suggestive or salacious remarks in the presence of young people. Keeping your conversation at the appropriate level for the age of the child will help avoid causing hurt and misinterpretation of your intentions and will provide a positive example to the child.

#### 4. Mixed gender Programme Sections must have mixed gender leadership

It is good practice to have mixed leadership to be able to cope with emergencies, accidents or arguments, so that no accusations of impropriety can be levelled at any Scouter when dealing with the opposite gender. In some situations young people will feel more comfortable having the support of a Scouter of the same gender.

#### 5. Be alert to your own emotional feelings and the feelings of others

Young people can sometimes 'hero - worship' a Scouter or develop a 'crush' on a Scouter. The situation needs to be handled sensitively without causing a feeling of rejection. Use the support of other Scouters to deal with such situations, as this will help to avoid any perception of encouragement on your part. Our emotions can fluctuate due to trauma, stress, bereavement and many other causes. If support is required talk things through with another other trusted adult. Avoid involving young people in your emotional problems.

#### 6. Consider the situation

This may be the most important point of all; consider each situation. While your intentions may be based on the most innocent and altruistic of motives, if in doubt about how your actions might be interpreted then adopt a safer course of action.



### 7. Protect your good name

While your good work as a Scouter may have earned you respect this will provide little defence in the event of any allegation of improper conduct being made against you. It is therefore important that your motives are understood to be guided by the needs of the child and that your actions are open and positive.

(Taken from [Scouting Ireland's - Code of Good Practice](#))



## Programme Scouter Training - Incorporating the Wood Badge

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” and “Continuing your Journey”.

- **This is Scouting:**
  - Enables the participant to understand their local Scout Group.
  - To understand the fundamental principles of Scouting and the core elements of our Programme.
  - It also covers the core competencies required in Safeguarding Children and Young People.
  - Strands are: Induction, The Story of Scouting, Being a Scouter.
- **The Scouter in Action**, the first step in Wood Badge training, 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.
  - Strands are: Scouting Together, Youth Led Programme, Adventure Skills Facilitator (for a chosen Adventure Skill), Learning for your Team (choice of modules).
- **The Dynamic Scouter**, a further step in Wood Badge training, 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.
  - Scouters to review their learning to date, and provides the opportunity for enhanced understanding of “Youth Led” Programme and Interpersonal Skills.
  - Strands are: Adventure Skills Facilitator (for another chosen Adventure Skill), Learning for your Team (additional choice of modules), You, the Scouter.
- **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.

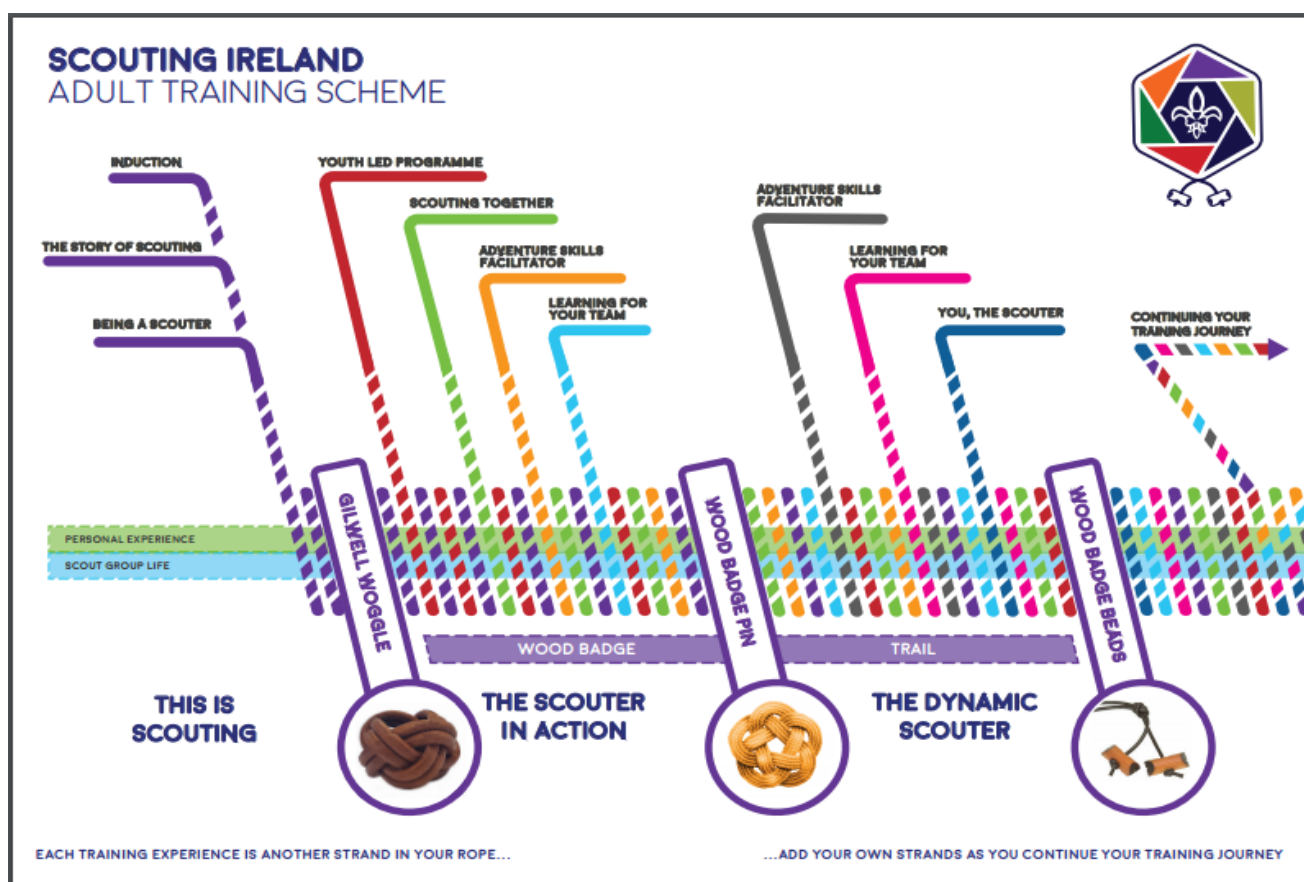
Programme Scouter training incorporates the following aspects:

- Many of the courses are residential to enable the participant to get maximum benefit from the time taken, to enable them to learn from Group Life and to introduce them to many aspects of the Programme experience 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.
  - There are also sequencing options for “The Dynamic Scouter”, but “You, the Scouter” is to be undertaken as the final course.
  - “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:
  - Interactive learning - Instructor / Trainer led sessions.
  - eLearning 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.

If our Youth Members are the lifeblood of Scouting Ireland then our Scouters are the beating heart of our Association and this training scheme aims to support them in that vital role; it is involved and challenging for this reason. It is also flexible and provides optional elements; it recognises prior learning where possible and encourages continuous structured learning.





## Mutual Agreement and Review

### Overview

Some years ago the World Organisation of the Scout Movement (WOSM) developed an approach to help National Scout Organisations to recruit, motivate and retain adult volunteers so that they are able to support their youth members as they participate in an active and effective youth programme.

This approach is called “Adults in Scouting”, and in February 2013 Scouting Ireland officially adopted this approach as Scouting Ireland policy.

A core element of this approach is that 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 cycle is referred to as “Mutual Agreement and Review”.

Adult volunteers in Scouting usually work in a team, and so most Mutual Agreements will be in a team context.

The Mutual Agreement will cover:

- The relevant Appointment Description (job summary).
- 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.

Each Review may lead to:

- Renewal of commitment by the adult volunteer for a further period. In this case a fresh Mutual Agreement is set out for the current role.
- Reassignment to another role in Scouting Ireland. In this a case a Mutual agreement for the new role is set out.
- Retirement, where the adult volunteer stops playing an active role in Scouting Ireland. Where this is the agreed option, the person conducting the Review should update the official records appropriately. They should also make appropriate arrangements to mark the completion of their period of service, some form of “Thank You” or more formal recognition are usually in order.





Progress chart to help you track your progress through your Induction process.		
	Adult New to Scouting  (date completed)	Youth member transitioning to adult leadership  (date completed)
<u>Meeting with Group Leader:</u>  Key points <ul style="list-style-type: none"> <li>• Discuss interest.</li> <li>• Swap contact details.</li> </ul>		
<b><i>The 'Story of Scouting' (eLearning) Training</i></b>		<b>Not Applicable</b>
<u>Meeting with Group Leader/ Induction facilitator:</u>  Key points <ul style="list-style-type: none"> <li>• Discuss the information received on the e-learning module in relation to the aim of scouting and the program sections.</li> <li>• Structure of my Group.</li> <li>• Names and contacts relevant my group.</li> </ul>		<b>Not Applicable</b>
<b><i>The 'Story of Scouting' (interactive) Training Strand</i></b>		<b>Not Applicable</b>
<u>Meeting with Group Leader/ Induction facilitator:</u>  Key points <ul style="list-style-type: none"> <li>• The use of the Scout Method.</li> <li>• Your role and responsibilities in Scouting.</li> <li>• Other supports in scouting.</li> <li>• Programme Scouter Training.</li> <li>• Programme Section visits.</li> </ul>		
<b><i>Being a Scouter Training Strand</i></b>		
<u>Meeting with Group Leader and Induction facilitator:</u>  Key points <ul style="list-style-type: none"> <li>• Select Programme section team to work in.</li> <li>• Make commitment to Scouting through a Mutual Agreement.</li> <li>• Invested into your Group.</li> <li>• Introduced to your Mentor.</li> </ul>		



## Useful references

[www.scouts.ie](http://www.scouts.ie) (My Scouts – login)

[Scouting Ireland - Mutual Agreement](#)

[Euroscout - Mutual Agreement information](#)

[www.scout.org](http://www.scout.org)

[SID 96.13 - Adults in Scouting Policy](#)

[SID 39.05 - Code of Good Practice](#)

[SIF 01.04 - Adult Application Form](#)

[SID 39B.10 - Garda Vetting Policy](#)