## Icon  Description automatically generatedDistrict Volunteering Development Team

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| The District Volunteering Development Team makes sure all volunteers in their District have a positive and enjoyable volunteering experience. They make it easy for people to join and learn new skills.  |



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| **Team Members** |
| * Volunteering Development Team leader
* Volunteering Development Team members
* Volunteer Journey Sub-team leader
* Volunteer Journey Sub-team members
 | * Young Leaders Sub-team leader
* Young Leaders Sub-team members
* Volunteer Learning Sub-team leader
* Volunteer Learning Sub-team members
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| **Tasks** |
| **Tasks for the whole team** |
| * Ensure that “our volunteering culture” is effectively embedded across the District and its Groups**+**
* Maintain relationships with groups and units
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| **Allocated Tasks** |
| **Volunteer Development Team** |
|  **Attract and welcome new volunteers to District and Group teams\**** Use Scouts branded resources to attract new volunteers
* Reply quickly and positively to possible new volunteers
* Make sure volunteers are welcomed easily and smoothly. Ensure that an accessible

and consistent welcoming experience is delivered across the district* Hold inductions with Group Lead Volunteers and other Group and District Leadership Team Members.

**Make sure volunteers are well supported** * Help and encourage Team Leaders (including Group Lead Volunteers) to have regular reviews with volunteers in their teams.
* Make sure all District teams (including Group Lead Volunteers) follow our approach to safe volunteer recruitment, appointment, reviews, and processes for leaving Scouts.

**Recognise volunteers** * Recognise and appreciate volunteers for their brilliant work, formally and informally.
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| **Volunteer Journey Sub-team** |
| **Welcome conversations and screening*** Contribute to a safe volunteer screening process
* Support groups to carry out welcome conversations with new volunteers
* Support groups to help ensure volunteers meet relevant mandatory requirements, such as learning, references disclosure checks, etc.

**Appointment reviews*** Provide support to team leaders (including lead volunteers for groups), to carry out regular check-ups and reviews with the members of their teams
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| **Volunteer Learning Sub-team** |
| **Help volunteers with learning** * Help volunteers and Young Leaders find and engage in opportunities for learning and development.
* Coordinate Scouts learning that needs to be delivered by an accredited trainer or facilitator – including coordinating and supporting the trainers.
* Use the learning delivery materials developed by Scouts (e.g. training sessions, workshops, activities, etc.), and make changes (when necessary) so activities are accessible for everyone.
* Help volunteers connect across the District and beyond to learn, share best practices

and overcome shared challenges. * Set up learning opportunities with external organisations (if relevant and helpful).
* Make sure volunteers can be recognised for prior learning and experience, and have it credited in their records.
* Learn from people in other Volunteering Development Teams.
* As requested, support learners with their learning needs
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| **Young Leaders Sub-team** |
| * Help Young Leaders find and engage in opportunities for learning and development.
* Ensure learning opportunities for young leaders is in place
* Work with the district 14 to 24 team, groups and section teams to ensure there are young leaders in all section teams in groups across the district
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|  *\* Our county development service provides lots of support, resources and guidance to* *support you in achieving this task / responsibility* |
|  **+** | Qr code  Description automatically generated | Point your phone’s camera at the QR code to view the latest draft of the volunteer culture statement |

Who will be affected by the new team

The new volunteer development team will pull tasks and people from different areas of our current structure into one team these are:

* Deputy Commissioners responsible for people
* Appointments secretaries and administrators
* Members of appointment panels / sub-committees
* Appointments chairs
* Local training managers
* Training advisors
* Awards panel members
* District Explorer Scout Leader for Young Leaders
* Members of young leaders training teams

**Where current roles will or could sit:**

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| **Volunteer development team** |
| Deputy Commissioners responsible for people  | Volunteer development team leader  |
| Awards panel members | Volunteer development team members |
| **Volunteer Journey Sub-team** |
| Appointments chairs | Volunteer Journey Sub-team – Team Leader |
| Appointments secretaries and administrators  | Volunteer Journey administrators |
| Members of appointment panels | Volunteer Journey sub-team members |
| **Volunteer Learning Sub-team** |
| Local training managers  | Could be volunteer learning sub-team – Team Leader |
| Training advisors | Learning Mentors  |
| **Young Leaders Sub-team** |
| District Explorer Scout Leader for Young Leaders | Young Leaders Learning Sub-Team – Team Leader |
| Members of young leaders training teams | Young Leader sub-team members  |

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| **Current role holders** |
| Deputy Commissioners responsible for people |  |
| Appointments secretaries |  |
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| Appointments administrators |  |
| Appointments chair |  |
| Appointments panel members  |  |
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| Awards panel members  |  |
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| District Explorer Scout Leader for Young Leaders |  |
| Young leaders training teams |  |
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| **New roles** |

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| **Volunteer development team** |
| *Team members that look after reviews, recognition, leavers*  |
| Volunteer Development Team – Team Leader  |  |
| Volunteer Development Team members |  |
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| **Volunteer Journey Sub-team** |
| *Team members that support welcome conversations* |
| Volunteer Journey Sub-team – Team Leader  |  |
| Welcome process Administrators |  |
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| Members of appointment panels / sub-committees |  |
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| **Volunteer Learning Sub-team** |
| *Team members that leaning & development* |
| Volunteer Learning Sub-team – Team Leader  |  |
| Training advisors |  |
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| Learning presenters  |  |
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| **Young Leaders Learning Sub-team** |
| *Team members that support the provision of young leaders learning* |
| Young Leaders Learning Sub-Team – Team Leader |  |
| Young Leaders Learning Sub-Team Members  |  |
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