



Transforming the volunteer journey

Conversation two: Safeguarding and screening

With a member of the District outside of the Scout Group or Explorer Scout Unit (someone who is a member of your District's Appointments Panel pool)

The purpose of this second conversation is to ensure that you feel confident that the new volunteer is aware of, and accepts, the Scouts values, key policies – particularly safety and safeguarding, and young people first card, and confirm they are happy to accept them, know where to find them (in POR), and adhere to them, (this does not mean they need to be able to recite each of the policies, promise and values), and, if applicable, is willing to make the promise (role depending).

The purpose of our conversation

- Explain that the purpose of the meeting is to:
 - ensure they are aware of our:
 - ✓ scouting's values
 - ✓ our key policies
 - ✓ the scout promises
 - tell them about the learning they will need to complete (getting started learning), and all the other learning opportunities that are provided for all volunteers to take part in
 - Check that the necessary actions have been taken to carry out their DBS and references

Areas to cover during your conversation

- Welcome the new volunteer to the meeting and thank them for choosing to volunteer with the Scouts
- Do they understand the training that is provided for all volunteers
- Do they understand what training they will need to complete for their role?
- Do they know how to access the training that they need to complete?
- Is there any other training or support they think they might need, beyond what's offered?
- Have they had a chance to look at the [values](#), [promises](#) and [key policies](#) of the Scouts (particularly the safety and safeguarding policies), and if they could tell you about them and why they think they are important? Reassure them that these topics will be revisited during their getting started learning.
- Confirm they agree to follow the values and key policies of the organisation and make the promise, if appropriate to their role.
- Have they read the '[Young People First \(Yellow Card\)](#)' and if they have any questions?
- Can they explain why it is important that they follow the yellow card in their volunteering role?
- Confirm that they agree to follow the code of behaviour set out in the yellow card?
- Reassure the volunteer that the "Young People First" (yellow card), the key policies and values of the organisation will be explored further, during getting started learning

Explain the next steps

- Make sure they have provided details of their referees and have completed everything need to process their DBS
- Make sure they know how they can begin their getting started learning
- Given them the option to have a buddy form the groups team to be a point of contact, help and support them, and show them the roles
- Ask for, and answer, any questions they may have

To close...

- Check they understand what will happen after this conversation and what else they need to do, to complete the welcome to scouting joining process.
- Thank them for their time and everything they have done so far to get started as a Scouts volunteer!