



State of readiness to return to face-to-face Scouting is currently YELLOW

Onwards in to YELLOW!

Good news that from Monday 17th May we moved in to the YELLOW state of readiness. However, as the County Commissioner said yesterday in his email, there is not a lot of difference from Amber. Fingers crossed, that in June, we move to Green and things become much more normal.

Make a great first impression!

It's time to welcome new volunteers with open arms and show them what Scouts is all about! Use these checklists to ensure you make a great first impression!

VISIBILITY CHECK LIST

- Use the brand centre, particularly when sending out letters
- The venue is well sign-posted so that people who are both walking and driving can spot the venue
- The neighbours – both businesses and residents - know who you are.
- Regularly take part in community events
- People can find you on Google maps
- You're on social media
- The building is well lit
- The entrance way is easy to find
- Contact details are visible even when you're not there.

VENUE CHECK LIST

- The entrance / reception area to the venue is well maintained
- The main rooms are checked prior to starting a section meeting
- The kitchen is clean and safe with the relevant health and safety notices displayed in a visible place
- Risk Assessments are completed and easily accessible for any adults in the venue.
- The internal lighting is suitable for all adults and young people
- The external lighting is appropriate to where the venue is located
- All furniture is clean and serviceable
- The storage is maintained, tidy and safe to use
- Photos of the sections doing activities and having fun are displayed
- Your notice board is neat and up to date



County Commissioner's Corner



Last month's Courier was focussed on volunteer recruitment so this month I would like to highlight the new strategy from headquarters to support new recruits into the movement. The new strategy will slowly be introduced over the coming months and years and will be based on the following promise:

- Every volunteer is welcomed.
- Every volunteer is supported.
- Every volunteer is valued.
- Every volunteer gain skills (and has fun!)
- Every volunteer matters.

The new volunteer journey is based on 3 focuses: Welcome, Learning and Support.

Welcome



opening the door

'I like the idea of volunteering with Scouts and I found the information I needed'

How could we do it?
National recruitment campaigns showing the benefits of volunteering; offering different ways to volunteer and using digital to make it easy to join



a great first impression

'I understand what I need to do, and I'm valued by my manager'

How could we do it?
Explain more clearly what's expected with digital tools to track progress



bringing you on board

'Becoming a volunteer was a great experience – I had such a friendly welcome.'

How could we do it?
Hold friendlier interviews with values-based questions, in the place you usually volunteer



getting off to a great start

'I've really got to grips with my role and can now hit the ground running.'

How could we do it?
Welcome events, volunteer teams and national welcome sessions

Key points: Getting started training online to allow volunteers to meet basic training guidelines flexibly. Appointments organised at a group level rather than at Appointments Committees.

Learning



supporting you, week in, week out

'If there's a problem or if I feel concerned, I know that it's safe to speak out.'

How could we do it?
Support networks, regular feedback and digitally connecting UK volunteers



Checking everything's ok

'I receive regular support in a way that is safe, open, and honest. I feel respected and valued.'

How could we do it?
Regular catch-ups – some which are booked in, others when you need them



getting the recognition you deserve

'I feel valued and I know I am making a difference.'

How could we do it?
New resources to say, 'thank you', formal awards available earlier, 'living our values' awards and 'thank you' from peers and parents



looking at next steps

'I know that when I leave there'll be someone to take my place.'

How could we do it?
An option to 'pause' volunteering, formal celebrations of volunteers' contribution when they leave, and a culture of continuous recruitment

Key points: Training is flexible and self-assessed with digital packages to fit into busy volunteers lifestyles.

Support

supporting
you, week
in, week out



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How could we do it?
Support networks, regular feedback and digitally connecting UK volunteers

Checking
everything's
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How could we do it?
An option to 'pause' volunteering, formal celebrations of volunteers' contribution when they leave, and a culture of continuous recruitment

Key points: regular appointment reviews to recognise success and make volunteers feel valued. More 'awards' earlier in a volunteers journey to recognise commitment and a job well done. A chance to 'take a break' from Scouting when work or other life commitments become a priority without having to leave the movement.

Andy Woolf

Cleveland County Commissioner

Face2FaceLIVE!

Face2FaceLIVE! has just passed its 60th programme! It started back in April of last year to pass on information and to keep Leaders in touch with each other as we'd just suspended Scouting at the start of the first lockdown.

We've got regular features like Around the Groups where we share what the Groups have been doing in their section meetings to enable others to pick up new ideas for their programmes plus looking at training and resources to help you. We've also had Face2FaceLIVE Challenges for your young people to attempt as well as the Leaders!

Each week we have our Thought For The Week and for the last couple of months its been our Recruitment Thought For The Week where we share some of the key recruitment messages that we included in the May Courier.

Over the past year we've also shared activities that have been taking place across the NE Region inc the Staycation Activity and #ClevelandChristmas from last Summer. The latest HQ email is ALWAYS shared as soon as possible after being received, so if you haven't had time to read yours, tune in and I'll read / summarise it for you!

I like the Pop Master quiz on Ken Bruce's BBC Radio 2 show so we've had our own Scout Master quiz for a number of weeks.

We also have the Birthdays and Bravos slot where we wish our Leaders a happy birthday and give a BRAVO to someone who thoroughly deserves it that week.

Everyone likes a shout out, so to close each programme, I give a shout out to those who've posted a comment!

If you've never listened to Face2FaceLIVE because of when it goes out, usually Wednesdays, currently at 10am, then you can always catch up later on our Facebook page – Cleveland County Scout Leaders as quite a few of you do.

Many thanks to all of you who listen in as often as you can and I hope you pick up news and ideas that you can use in the future. Thanks to all of you who get in touch via Team Cleveland Whats App group. Here's to the next 40 to make it 100!

Middlesbrough SASU

Middlesbrough Scout Active Support Unit have started a small garden in the HQ ground's in Tollesby Road and are looking for any plants that you may have going spare.

If you do have any contact Janet Merrick or email the Cleveland Courier, all contributions gratefully received.



Bit's & Piece's



How's your Adult Recruitment going? Do you require any more adult support to be able to run your Sections or join your Executive Committee.

I was surprised, and slightly disappointed, that only three Groups were represented on our Get2Gether for Adult Recruitment last month. However, we had a good 50 minutes chatting together and sharing ideas and I hope those Groups will be able to attract some new volunteers in the near future.

On Thursday 27th May, HQ launched their national adult recruitment campaign #GoodForYou with its key messages:

- Volunteering for Scouts is:
- Good for your health and happiness
- Good for your skills
- Good for your family and community

Phase One of the campaign covers June and July.

On June 1st you will, or already have, received a member's email highlighting recruitment workshops and assets for use, more further on in the *Courier*.

You will see social posts daily from Monday to Friday for six weeks.

New videos from the Scout Ambassadors every Saturday for six weeks.

There will be fortnightly emails to parents with #GoodForYou activities

In the Brand Centre there will be new resources to help with recruitment

Forthcoming moments

1st – 7th June Volunteers Week

2nd June – Power of Youth day with #iwill

7th June – Thanking volunteers - HQ will be sharing ambassador 'thank you' video on social media

4th July - #ThankYouDay

w/c 19th July Squirrels announcement including a volunteering push

Phase Two will run from September into October

Please find some time to have a look at the Growing Scouts webpages on www.scouts.org.uk. There might be something there that will help your Group, District or our County when you require more support.

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Youth Commissioner Support Day and Youth Shaped Scouting

At the end of March I attended a Youth Commissioner Support Day - hosted by Ollie Wood UKYC, Ollie Smith Deputy UKYC (Programme) and Alex Harvey Deputy UKYC (People). This was a useful reminder of the Youth Commissioner role and objectives and how they should be used to shape scouting.

The Youth Commissioner role and objectives are heavily focused around Growth, Community Impact and Inclusion.

- Youth Commissioners are tasked to dig deeper and look to find ways to inspire young people, not only to join Scouts but to stay in Scouting. Youth Commissioners are figureheads for young people to aspire to. **By 2025 we hope to have grown to have 50,000 more young people aged 6-18 in Scouts, 10,000 more adult volunteers and 5,000 more Young Leaders.**
- Youth Commissioners provide support to adult volunteers to re-design programmes and activities to have a positive impact in the local community and see more young people achieving top awards. **By 2025 at least 250,000 young people will be making a positive impact in their community each year and 50% of young people will be achieving their top awards.**
- Youth Commissioners work with Scout Counties, Districts and individual communities to ensure Scouting reflects the diversity of the communities we are in. Youth Commissioners publicise the fact that Scouts is open to all and that we now have over 102,000 girls in Scouting and have started 834 new sections in areas of deprivation, since 2013. **By 2025 we will have started Scouts in 500 more areas of deprivation reaching young people who could benefit the most and our adults will reflect the demographics of our society.**

The phrase “Youth Shaped Scouting” links together all 3 key Youth Commissioner objectives and has a big focus on badge work and top awards. Being Youth Shaped ensures young people are shaping their experiences and taking on leadership roles at Scouts. This is achieved through Patrol Leader’s Councils, Youth Forums etc. (A survey conducted by UK Scout Headquarters suggested that only 50% of young people are consulted on their programme and activities) **By 2025 250,000 young people will be shaping their experiences at Scouts and 50% of young people will be achieving their top awards.**

- **Our Vision** – is to prepare young people with skills for life, by delivering an inspiring programme.
- **Our Mission** – is to actively engage young people in their personal development.
- **Our Purpose** – is to contribute to the development of young people in achieving their full physical, intellectual, emotional, social and spiritual potentials.

Bear Grylls said “Badges promote self-sufficiency and resourcefulness; they inspire Scouts to continue learning, teach others and develop new skills. Badges are highly practical, even vocational and are designed to prepare people for the world of work.”

When we return our programme’s focus to badge work, we will take a step closer to achieving our Vision, Mission and Purpose. Let’s get all our Young People their Chief Scout Awards!

Do More, Share More, Be More.

#YouShape #SkillsForLife

Please contact me with any questions or for a chat / support. I’d love to get to section meetings to see how things are going now we’re getting back to Face2Face.

Just drop me an email / send an invite to cyclevelandscouts@gmail.com

Or contact me through my Facebook Page or on Twitter.

Ben Fountain Cleveland County Youth Commissioner

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Cleveland Scout Council— Registered Charity number 505773



June Get2Gethers

Earlier in the year we ran our Sectional Get2Gethers for all the Sections and for Managers and Supporters. These were well attended and we were delighted to welcome the Deputy UK Chief Commissioner, Graeme Hamilton to each of them. Our North East Regional Commissioner, Ian Hill also attended the Managers and Supporters G2G. At the end of last month we started our second round of Get2Gethers for those wanting to know more about Adult Recruitment as for Scouts, Explorers and their parents wanting to know more about the World Scout Jamboree in 2023.

This month we are holding the following Get2Gethers:

Sunday 6th June

7pm Beaver Section volunteers

8pm Cub Section volunteers

Sunday 20th June

7pm Managers and Supporters at Group, District and County level. This includes Executive Committee members, GSLs, Activity Team members and SAS members.

Sunday 27th June

7pm Scout Section volunteers

8pm Explorer Section volunteers

As before, the purpose of these Get2Gethers is to talk with other volunteers across the County, share ideas and get updates from County and HQ on a variety of issues. Each one will last about 40-45 minutes.

To register, please register via Eventbrite either on the app or via the County website, www.clevelandscouts.org.uk by 12noon on the day of the Get2Gether. During the afternoon you will receive your Zoom link for that evening. Time to go and sort your biscuits out!

Mandatory Training

Back in April Cleveland was the 10th worst County in the UK for non-compliance in Safety and Safeguarding. This week we have risen to the **8th BEST in the UK for Safety and the 7th BEST in the UK for Safeguarding**. As a County we are now **98% compliant!** This is a fantastic achievement! Thank you! However, there are still 13 non-compliant and these volunteers cannot take part in Scouting until training is completed.

Our next big push is **FIRST RESPONSE** training. Phill Hobson is currently running module 10A online and module 10B face to face. 10A must be completed before doing 10B. Once we go to **green**, then volunteers have 6 months to gain a valid First Response certificate, so if we go to **green** in June then we have until December to do the training.

Bravo Mags

Popped round after 1st Fairfield's second virtual AGM to present Margaret North with her 50 year's service certificate and badge, even if it was 2 years late! I'm going to re-present it in front of Group members when they go back to face-to-face.

Margaret, I can't call her Mags, started her Scouting with my dad, Ken Railton, at 11th Stockton (Brunswick) which met at Brunswick Methodist Chapel in the centre of Stockton. Good times!



My Scouting story



Frank Rose

Cleveland County Scouts Chairman

I was 10 years old and playing in the road where I lived in Primrose Hill in Stockton, when a friend who I hadn't seen for a couple of years appeared. We started talking and he asked me if I would like to go along to the Scout Group he was a member of. After talking to my mother, it was arranged that I would go the following Thursday.

That was the start of 60 years as a Scout. During which I have held quite a few appointments.

ASL / GSL / ADC / ACC / DC / Group Chair / Leader Trainer.

I thought the time was near for retiring. Then, along came Andy Woolf and asked if I could use all that experience as County Chair. Retiring was then out of the window.

To Quote Ralph Reader "I wouldn't change for a man with a million for I've got a million memories more"

Stuart Featherstone

Scout Leader

I started right at the very beginning, thrown in by my mum at the age of 6! I never wanted to move up to the next section but that was probably nerves about change and also enjoying what I was doing that section. I carried on and when I reached and explorer/young leader I had the time of my life and knew being a leader was a must! There was some tough time thought. The section I helped at had some tough behavior and I often went home in tears but I carried on and didn't let it affect me wanting to be a leader.

My leader "career" started pretty roughly as I was thrown in at the deep end running a section straight away and when I came to leave for university, it was a huge leap and a massive decision as that section would be left with no leader. Once at University I thrived in Scouting as a Leader and threw myself into literally everything. I had so much fun I didn't get my Wood Beads until I was 10 years in as a leader!

Kevin Storer

Beaver Leader

Roll back maybe 5 years and my eldest son had joined Beavers. He was having fun, but my wife and I could see things that could do with some input and so rather than complain I volunteered my time as a parent helper. As with many groups they were child rich but leader poor. The team running it had a huge wealth of experience but were suffering the age old problem of burn out.

As weeks passed, I realised how much I was enjoying myself and was proud of the progress the Beavers were making. It was clear to me that the primary resource that leaders require is not a portfolio of skills, but an abundance of enthusiasm. Skills can be learned. The more involved in the movement I became the more inclined to invest in it I became. And so here I am Wood Beads in the post and a fully fledged Beaver Leader, renamed Spike by the Beavers (a sign of respect and acceptance).

Scouting being a movement is why I have called it my journey, for a movement requires us not to stand still, but to have purpose and direction.

My journey did not start 5 years ago though. I went through Cubs, and Scouts gaining my Chief Scouts award. I was fully involved in all sorts of adventures and shenanigans. Many memories were formed, and friendships made. I gained confidence and got to meet with Scouts from all over the World. My eyes were lifted from the ground around my feet to the wider world around us. I even volunteered with Beavers 30+ years ago when I was too old for Scouts. As with many things in life I lost connection as my job took me up and away and other commitments came along. But I have always valued the experiences from my time in Scouting so the transition in recent times was one driven by wanting to give to others what I received myself.

My reward for all this is the excitement generated in the faces of our Beavers as they gain their badges, and the pride in the parents' faces when the Bronze Chief Scouts Award is presented.

TOP AWARDS PATHWAY

network

QUEEN'S SCOUT AWARD
(AWARDED TO EXPLORERS OR SCOUT NETWORK BETWEEN 18 & 25 YEARS OLD)

- 6 ACTIVITIES FROM ICV LIST
- SKILL FOR 6 OR 12 MONTHS
- 18 NIGHTS AWAY
- PROVIDE SERVICE FOR 12 MONTHS
- PHYSICAL ACTIVITY 6 OR 12 MONTHS
- COMPLETE 3 NIGHT EXPEDITION
- COMPLETE 4 NIGHT RESIDENTIAL
- MAKE A PRESENTATION OF YOUR AWARD



FURTHER AWARDS AVAILABLE...

-  **DE**
PLATINUM, DIAMOND & QUEEN'S SCOUT AWARDS CLOSELY MIRROR THE BRONZE, SILVER & GOLD DUKE OF EDINBURGH AWARDS
-  **SCOUTS OF THE WORLD AWARD NETWORK ONLY**
-  **EXPLORER BELT AWARD EXPLORERS AND NETWORK**

EXPLORERS

- 4 ACTIVITIES FROM ICV LIST
- SKILL FOR 3 OR 6 MONTHS
- 12 NIGHTS AWAY
- PROVIDE SERVICE 6 MONTHS
- PHYSICAL ACTIVITY 3 OR 6 MONTHS
- COMPLETE 2 NIGHT EXPEDITION



DIAMOND AWARD
(AWARDED TO EXPLORERS OR UP TO 18 YEARS OLD)

SCOUTS

GOLD AWARD
(AWARDED TO SCOUTS OR UP TO 14 YEARS OLD)



CHALLENGE BADGES

- PERSONAL
- TEAM LEADER
- CREATIVE
- EXPEDITION
- WORLD
- SKILLS
- OUTDOORS
- ADVENTURE
- TEAMWORK

6 ACTIVITY BADGES **OR** 6 STAGED ACTIVITY BADGES

PLATINUM AWARD
(AWARDED TO EXPLORERS OR UP TO 18 YEARS OLD)



- 2 ACTIVITIES FROM ICV LIST
- SKILL FOR 3 MONTHS
- 6 NIGHTS AWAY
- PROVIDED SERVICE 3 MONTHS
- PHYSICAL ACTIVITY 3 MONTHS
- COMPLETE 1 NIGHT EXPEDITION

BEAVERS



BRONZE AWARD
(AWARDED TO BEAVERS OR UP TO 8 YEARS OLD)

CHALLENGE BADGES

- MY WORLD
- MY SKILLS
- MY OUTDOORS
- MY ADVENTURE
- TEAMWORK
- PERSONAL

4 ACTIVITY BADGES

OR

4 STAGED ACTIVITY BADGES

cubs



SILVER AWARD
(AWARDED TO CUBS OR UP TO 10 YEARS OLD)

CHALLENGE BADGES

- OUR WORLD
- OUR SKILLS
- OUR OUTDOORS
- OUR ADVENTURE
- TEAMWORK
- PERSONAL
- TEAM LEADER

6 ACTIVITY BADGES

OR

6 STAGED ACTIVITY BADGES

#SkillsForLife

Talking to new volunteers

Making contact with a new volunteer? HQ tips to help you have a great initial conversation new volunteer?

Regardless of how they get in touch, remember to:

- Make contact as soon as possible
- Keep it positive, informal and relaxed
- Steer clear of Scout jargon or acronyms
- Communicate that there's a role or task for everyone at Scouts
- Prepare your leadership teams to warmly welcome new adults
- Have a pen and paper handy to record key details
- Organise time for a chat that suits them – avoiding chatting in the middle of their busy school run, for example
- Let them know how long that chat might last, and communicate that you'd love to find out a little more about them, so you can best support



Check out more tips below

- Be welcoming from the very first 'hello'.
- Thank them for expressing their interest.
- Remember: this is a chat, not an interview.
- Think about who is the best person to get in touch with a new volunteer – they may need to inject enthusiasm into the conversation, adapting to the different communication styles and preferences of those interested in joining us.
- Ask about what they know about Scouts already.
- Ask if they already have a role in mind and how much time they have to offer.

For those who are completely new to the Scouts, give a brief overview of what we're all about.

Set expectations clearly

- Start by sharing your positive experiences and memories of volunteering.
- Remember: we're looking for people, not leaders – emphasise just how flexible volunteering with us can be.
- Reassure them they don't need to know everything from the very start – all new volunteers are given training in their new roles, including support around safeguarding, designed to help volunteers stay up-to-date on safe-guarding practice and their responsibilities as a member of Scouts.

Remind them that new volunteers also undergo a DBS check to protect the safety of adults and young people at Scouts. This, alongside the experiences and support Scouts provides, will benefit them in their volunteer role as well as their everyday life.

Let them try things

- Remember: this is only the first conversation you're having with a new volunteer – there will be plenty of time for you to delve deeper into the specifics of volunteering down the line
- For now, make sure the new volunteer knows they won't be thrown in the deep end.
- Make sure they know they can try out different tasks – and even different groups – in order to find something they truly enjoy doing.

Depending on whether they have a specific role in mind, briefly introduce the types of roles they can get involved in, including working with different age groups, fundraising, or helping with admin or management.

Communicate to what happens next

- Thank the new volunteer at the end of the conversation for spending time talking to you today.
- Let them know you're excited to have them on board and that the next step will be for them to spend some time getting to know Scouts and the leadership team they might be a part of.
- Remind them they might even want to start their essential training, pointing them in the direction of the Scouts website for further learning, and helping them get started.
- Towards the end of the conversation, check in with the new volunteer. Have they got any questions? You may not know all the answers – but you can always find out and get back to them in your follow up email.

A follow up email doesn't have to be super formal. Summarise some of the key points you discussed, include the time and date for them to start Scouts in the capacity they expect, and share any plans they may need to be aware of as their journey goes on from here.

23rd World Scout Jamboree

Are any of your Scouts or Explorers interested in going to the next World Scout Jamboree in South Korea in the summer of 2023?

If they are and currently aged 12-15 please tell them and their parents/carers tell them to contact Karen at karenaskwith123@btinternet.com or Kathryn, Paul and Phil our Unit leaders from the last WSJ about what happens before, during and after the event.

If you will be over 18ys of age at the time of the Jamboree you can still attend as an IST (International Support Team) member.



Middlesbrough Nexus E.S.U

Nexus E.S.U. have spent a night designing "Colin" the Caterpillars . They are awaiting an offer from M&S. to allow them to sell them in their shops

I don't think they should build their hopes up.



DofE Award

You can still progress your volunteering, Skills and physical; aspects of the award, so don't waste this time. The present restrictions mean that as scouts we can't run expeditions as yet, however training can be progressed, in fact everything of the expedition apart of from camping.

If you are thinking about planning expeditions please circulate your plans within the county, this will help others:

There are the odd ones and twos across the county that need to join an expedition team, they could join your expedition.

It encourages other groups to start thinking and planning their future expeditions – you can never start planning too early.

Don't forget the relaxations on Expeditions and ability to change activities announced in 2020 have been extended to 2022 see <https://www.dofe.org/dofewithadifference/programme-changes>

Ticks

I was out in the wet and wind two weeks ago and came back with another unwanted addition to my party; a tick!!

If you are going out on the moors take time to add the risk to your Risk Assessment, warn your party, cover up exposed parts and time to check your body at the end of the day.

<https://www.health.com/condition/lyme-disease/tick-borne-illness-facts?slide=8a1eb3b2-4193-4d80-811c-812a8a993bd9#8a1eb3b2-4193-4d80-811c-812a8a993bd9>

Phillip Rose

Please don't forget that Phillip will be running a 29 mile challenge from Guisborough to Tollesby Road in Middlesbrough via Saltburn, Redcar and Normanby on Sunday 29th August. If there is any one who would like to run a leg of the challenge with him, you are more than welcome, the company would be great. Please just send him a message or email the courier we will arrange it or donate to JUSTGIVING.COM Phillips's Page

All money raised will go to the Bloodrun EVS in memory of Geoff Cox who lost his fight to Covid.