

RIGHT PEOPLE RIGHT ROLES.

A quick guide to recruitment



scouts.org.uk/recruitment



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Case study:

Executive Committees

James was the Financial Director of a gold standard company. His son was a Scout and his daughter recently joined the Beavers as part of a new Colony. The Group asked James to become a leader, but he didn't have the time. After the AGM (and a few conversations with the Group Chair) James became the Group Treasurer. In his first six months, he brought in Gift Aid, budgeting, 24-hour repayment of expenses to leaders, and he is working on a business plan to safeguard the financial future of the Group. Funds generated from Gift Aid alone are worth around £4,000, as he was able to backdate it three years!

Start thinking differently about

volunteering - watch the video series

online at scouts.org.uk/videos

What we know about volunteering

From our research we know that:

- there are lots of people who can help. Most adults volunteering in Groups and sections are parents and/or former youth members.
- 'lack of time' is the main reason that people don't volunteer.
- volunteers leave because their role often requires more commitment than they initially expected or agreed to.

What we know about volunteering for Scouting

People think that:

- Scouting is just for boys
- they will only work with young people
- they need practical skills related to camping and outdoor activities
- volunteers aren't needed because Scouting is so organised.

Finding the right role for the right person

Asking the right questions can ensure that your volunteers are happy in the long term. Examples include:

1. Do you know about the variety of roles available in Scouting? (List some of the options.)
2. Do any of these options appeal to you?
3. Would you prefer to work with young people or with other adults?
4. Do you have any hobbies?
5. Would you like to use your existing skills or would you like to do something completely different?
6. How much time would you like to spend volunteering?
7. Is there anything you don't want to do?

Further information

You can find more information, including lots of resources to support with recruiting parents at

www.scouts.org.uk/recruitment

What can we do?

As adults in Scouting, we all have a role to play in the recruitment of more volunteers. We need to:

- take into account the motivations, skills and availability of the individual concerned, and tailor the role accordingly
- promote the learning opportunities available – highlight the fact that volunteers can develop new skills
- let people know that their help is needed
- engage parents and let them see what Scouting is all about
- support and develop Young Leaders
- make people aware of the range of volunteering opportunities available
- accept that they may not want to become a leader straight away
- support them
- make changes when people are unhappy with what they've been asked to do, or want a change.

Flexibility is the key to recruiting and retaining volunteers, not just when they join, but throughout their time in Scouting.

Case study:

Section Assistant

Jo started as Section Assistant with a Beaver Colony in Buckinghamshire when her daughter joined Beavers.

Initially, Jo wasn't keen to take on the responsibility of becoming a leader, so we asked her to become a Section Assistant. She took up the challenge and together we started working with a number of new leaders in the Group. The Section Leaders quickly got her involved with the planning of the programme. Her friend Louise also agreed to help out.

Jo now operates as a leader. The Beavers don't see any difference!

Currently, she is in the process of getting a Wood Badge, and has been on training modules with the other leaders. She feels supported and is an important part of the Group.

When we undertook the Endurance 80 walk, she chose to join us, raising £2,000. This all came about because we got her involved in a way that was flexible for her in terms of responsibility.