



# WELCOME TO ISLAND SCOUTING

Everything you need to get started as an adult volunteer in the Isle of Man

November 2022

Version 3.1

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## ABOUT SCOUTS

### Background

Scouting is an international movement with over 58 million Members worldwide spread across more than 216 countries and territories. The number of countries recognising the values of Scouting and accepting its principles is steadily increasing.

The Scout Association in the UK accepts Members of all faiths or none and offers equal opportunities to all young people in the community, irrespective of their social, religious or ethnic background. Scouting is not a Christian or religious organisation. It is an organisation which encourages young people to grow spiritually and develop within their own beliefs whether religious or non-religious. It has a positive policy of integration and welcomes young people and adults who have physical and mental disabilities.

### The Six Sections

At whatever age, a young person in the movement is a 'Scout'.

The Balanced Programme spans a 4-25 age range, divided up into six Sections. Each Section has its own identity, ethos and style. They all have adult support which varies in style in the different age groups.

## Squirrels

Squirrels are the youngest section in Scouts and are aged between 4 and 6 years old. A group of Squirrel Scouts is referred to as a "drey", with one leader in charge supported by a number of assistant leaders. The idea behind Squirrels is to get young people outside and actively involved in Scouting activities from a young age.

## BEAVERS

Beavers are aged between 6 and 8 years old. A Beaver group is referred to as a "colony". The colony is split down further into Lodges, which are teams of approximately 6 young people. Each Lodge has a Lodge Leader and an Assistant Lodge Leader who are the more senior members of the team.

## cubs

Cubs are aged between 8 and 10½ years old. The section's structure is based around the wolf pack in the children's novel 'The Jungle Book'. A group of cubs is referred to as a "pack" with the Cub Scout Leader in charge of the section traditionally being called "Akela" – the leader of the wolf pack. The pack is split into smaller teams or "sixes", with each six having a Sixer and Secondar who are the more senior members of the team.

## SCOUTS

Scouts is for young people between the ages of 10½ and 14. This was the first of the Scout sections to be established following the origin of the movement in 1907. A group of Scouts is referred to as a "troop", with the troop being split down further into teams called Patrols. There is a Patrol Leader in charge of each Patrol, with an Assistant Patrol Leader who supports them.

## EXPLORERS

An Explorer Scout Unit is for young people aged between 14 and 18. The emphasis of this section is on self-led activities where the young people devise their own program, rather than relying on the Explorer Scout Leader to plan the activities for them. Explorers can take part in more adventurous activities than the younger sections, and work towards awards such as the Explorer Belt – which is similar to the Duke of Edinburgh's Gold Award. Explorer Scouts are also encouraged to assist in other Scout sections as "Young Leaders".

## network

Network is the oldest Scout section for young people aged between 18 and 25. Network members tend to meet less regularly than the other sections, due to the constraints of studying and university for many members. Network members often stay in touch over social media and may organise camps and activities for weekends. At the age of 18, a member of the Scout Association can choose to become a Network member or a fully warranted Leader to help in the youth sections. A Leader can also be a member of Scout Network. Scout Network exists on the Isle of Man but is less active than Networks in the UK.

### Island Scouting

Established on the Island in 1909, the Scout Association – Isle of Man believes in preparing young people with skills for life. We encourage young people to do more, learn more and be more. Each week on the Island, we help over 800 young people aged 4-25 enjoy fun and adventure while developing the skills they need to succeed, now and in the future.

As a Leader or adult volunteer, you can help our Island's young people achieve incredible things and experience adventures offered by no other organisation on the Isle of Man.

The Scout Association is a non-profit organisation and is a registered charity. All our Leaders and adult members on the Isle of Man are volunteers, and therefore don't get paid.

## The Structure of Scouting

The Scout Association – Isle of Man forms part of the UK Scout Association. Throughout the rest of the UK Scouting is broken down into Counties, of which there are 114, and then further broken down into Districts, of which there are over 1,000. There is a Commissioner in charge of each County. As the Isle of Man isn't part of the UK mainland we're classed as an Island (the equivalent of a County, albeit we are the size of a small District) and have our own Island Commissioner (the equivalent of a County Commissioner).

## WHO'S WHO?

There are many adult members on the Isle of Man, without whom Scouting wouldn't function. A list of the main roles can be found on our website at <http://www.scouts.im/about/leadership-team> and below are a few key contacts to get you started.

### Island Commissioner (IC)

**Name:** Guy Thompson                      **Email:** [chil@manx.net](mailto:chil@manx.net)

**Role:** Oversees all Scout Groups, Leaders and committees in the Scout Association – Isle of Man.

### Deputy Island Commissioner South (Deputy IC South)

**Name:** Gil Salway                      **Email:** [e4manxman@gmail.com](mailto:e4manxman@gmail.com)

**Role:** Assists the Island Commissioner in their role and helps to ensure the smooth running of Scouting on the island.

### Safeguarding

**Name:** Will Nelson                      **Email:** [safeguarding@scouts.im](mailto:safeguarding@scouts.im)

**Role:** Island representative for safeguarding who issues or concerns can be raised with. Also provides safeguarding training.

### Assistant Island Commissioner for Beavers (AIC Beavers)

**Name:** Lee Rumney                      **Email:** [leeandjane@manx.net](mailto:leeandjane@manx.net)

**Role:** Oversees the Beaver Scout sections and supports Beaver Leaders across the Island.

### Assistant Island Commissioner for Cubs (AIC Cubs)

**Name:** Craig McHugh                      **Email:** [aic.cubs@scouts.im](mailto:aic.cubs@scouts.im)

**Role:** Oversees the Cub Scout sections and supports Cub Leaders across the Island.

### Assistant Island Commissioner for Scouts (AIC Scouts)

**Name:** Neil Simpson                      **Email:** [aic.scouts@scouts.im](mailto:aic.scouts@scouts.im)

**Role:** Oversees the Scout sections and supports Scout Leaders across the Island.

### Assistant Island Commissioner for Explorers (AIC Explorers)

**Name:** Steve White                      **Email:** [aic.explorers@scouts.im](mailto:aic.explorers@scouts.im)

**Role:** Oversees the Explorer Scout sections and supports Explorer Leaders across the Island

### Network Commissioner

**Name:** Sam Walmsley                      **Email:** [sam.walmsley@scouts.im](mailto:sam.walmsley@scouts.im)

**Role:** Oversees the island's Scout Network for Scout members between the ages 18 and 25.

### Island Training Manager (ITM)

**Name:** [Position Vacant]                      **Email:** [Mandatory.Training@scouts.im](mailto:Mandatory.Training@scouts.im)

**Role:** Assures all our leaders have an up-to-date training record and provides assistance with training modules

### Assistant Island Commissioner for Inclusion & Diversity

**Name:** Michelle Butler                      **Email:** [butlermichelle71@gmail.com](mailto:butlermichelle71@gmail.com)

**Role:** Assists in making Scouting more accessible to those with additional needs.

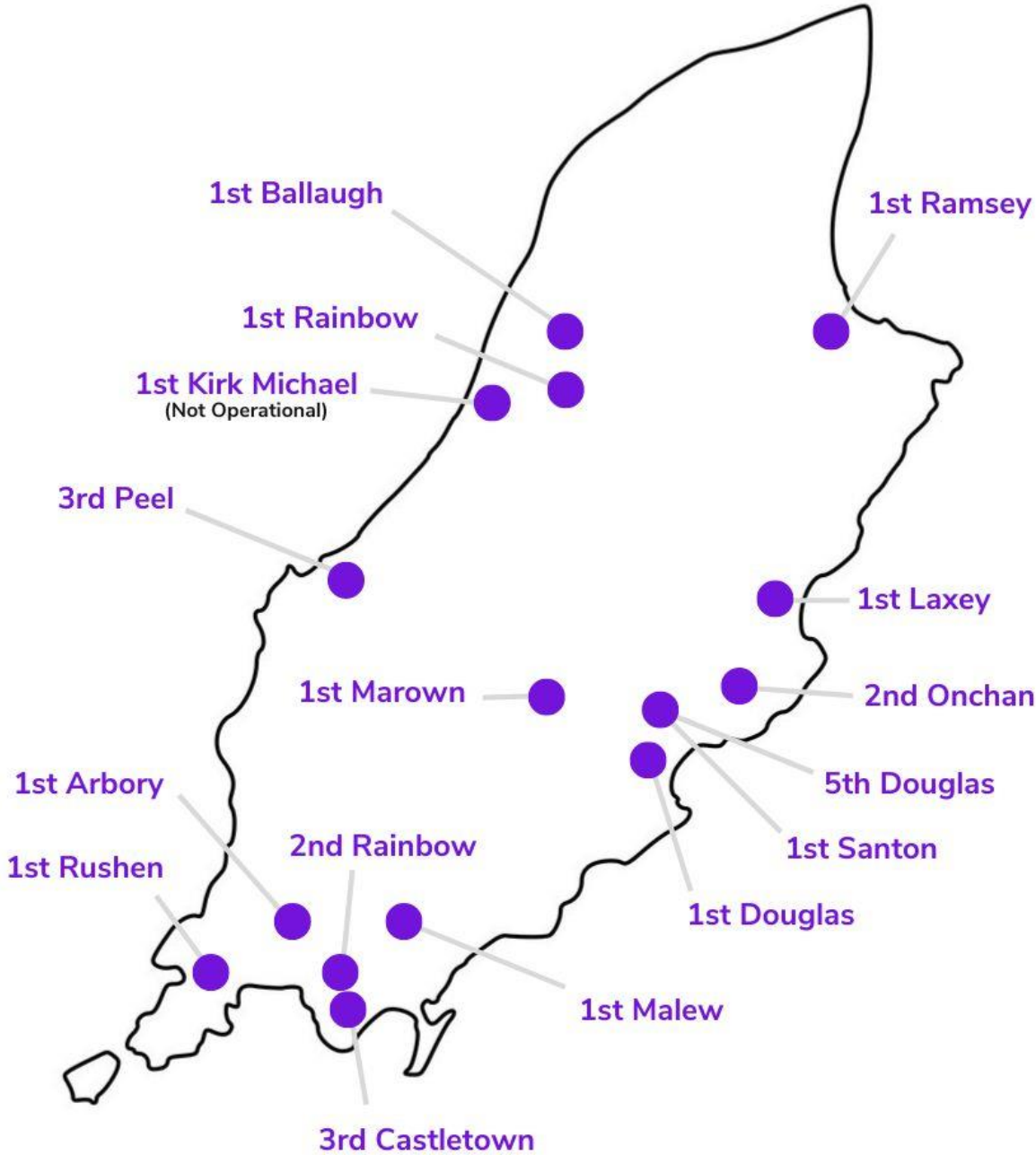
### Island Executive Committee

The Island Executive Committee oversees the running of Scouting on the Isle of Man, creating policies and ensuring that we offer the best we can for our young people. The Executive Committee consists of a Chair, Secretary and Treasurer. Members of the Executive also include the Island Commissioner and a number of uniformed members. These

are elected every year as per POR (our Policy, Organisation and Rules documentation). A newsletter is produced after each meeting, which summarises the key areas discussed. This is published on our Intranet site.

## GROUPS

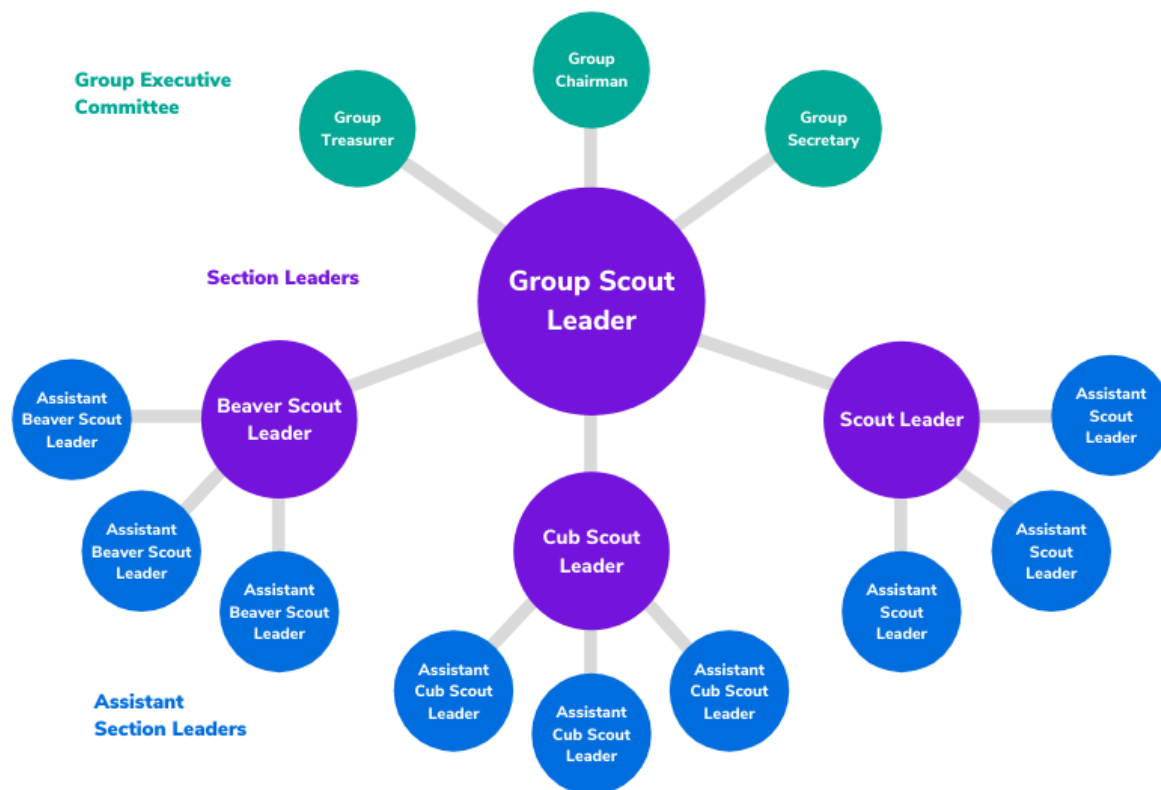
The Isle of Man has 15 active Scout Groups and 6 Explorer Units.





## Group Structure

Scout Groups have a section for each age range. Each section consists of one Section Leader and multiple Assistant Section Leaders. The Assistant Section Leaders report in to the Section Leader, and all Section Leaders report in to the Group Scout Leader. The Group Scout Leader oversees the running of the Group as a whole and is supported by an Executive Committee – which (as a minimum) has a Chair, Secretary and Treasurer. If you are volunteering as an adult Leader, or Committee Member, within a Group then your “Line Manager”, and first point of contact, should be your Group Scout Leader.



## BECOMING A VOLUNTEER

### DBS Check

All our volunteers must hold a valid Disclosure and Barring Service (DBS) Certificate. It is the responsibility of your Line Manager (likely your Group Scout Leader) to process this for you and, hopefully, this will have already been completed. These checks must be routinely renewed. We appreciate you may hold a valid DBS through your employment or other charitable work you undertake. Unfortunately, we are unable to use this DBS, and you must have a Scouting specific one. However, there is no cost to you for this to be completed.

## Interview

Once your Application Form and DBS have been processed, you will have a short and informal interview with our Appointments Committee. This is nothing to be worried about. The Committee, usually comprising three members, will ask questions such as: What role are you applying for? Why do you wish to get involved in Scouting on the Isle of Man? and Do you have any previous experience of Scouting or work with young people (No is an acceptable answer).

The Committee simply want to ensure you are applying for the right role and will have the necessary support available to you to ensure your time within Scouting is successful and enjoyable.

## TRAINING

Becoming an adult volunteer at Scouts comes with responsibilities, especially if you are taking on a leadership role where you will be actively dealing with young people. The Scout Association – Isle of Man always puts our young people first, so topics such as Safeguarding, Safety and First Aid are of paramount importance to us.

All leaders will have a Personal Learning Plan for each role they are in. This plan will record the training modules required for their role. All leaders will have access to an Adult's Personal File for Section Leaders, that contains all the information regarding training.

### Getting Started Training

There are some mandatory training modules which must be completed when you start your new role. This training varies depending on what role you are taking on and is broken down below. The Getting Started training is required to be done within five months of taking up the role (usually the date of the interview). The training can however be completed before the interview, and this is recommended.

All Getting Started Training is done on-line, as e-learning. Contact your GSL, your Training Advisor or the Island Training Manager for further information.

Occasional Helpers are not required to do any training but must have a valid DBS.

The required Getting Started training is as follows:

### For Leaders (Assistant Section Leaders, Section Leaders and above)

- Module 1 – Essential Information
- Module 2 – Personal Learning Plan
- Module 3 or 4 – Tools for the job (as appropriate for the role)
- GDPR
- Safety
- Safeguarding
- First Aid (see section 'First Response (First Aid) Training')

### For Executive Committee Members (Chair, Treasurer, Secretary, etc)

- Module 1 - Essential Information
- Module 2 – Personal Learning Plan
- GDPR
- Safety
- Safeguarding
- Trustee Introduction

Links to these e-learning modules can be found on the Scout Web Page below.

Alternatively, search Google for Scouts Learning Material

<https://www.scouts.org.uk/volunteers/learning-development-and-awards/training/learners/modules>

Once you have completed any of these modules, print or save your certificate and send it to your GSL, Training Advisor or the Island Training Manager for validation on Compass (our members database).

Links to the modules, upcoming training events and more information can also be found on our Isle of Man Scouts website below.

<http://www.scouts.im/training/>

### Mandatory Ongoing Learning (MOGL)

Some of the training listed above is only valid for three years and will need to be repeated.

These modules are:

- Safety
- Safeguarding
- First Aid (see below)

Links to these modules are as above.

## First Response (First Aid) Training

As a Leader or adult who deals with young people on a regular basis, it is also a requirement to have an up to date first response certificate. First response training covers a wide range of first aid topics and dealing with unexpected medical situations. This is knowledge that you will hopefully never have to use, but with the wide range of adventurous activities we offer it is knowledge that helps everyone stay safe. Any incident, of course, must be reported to your Line Manager.

Our first response courses are run by local qualified providers, and the cost of this is covered by the Scout Association – Isle of Man. The standard course is 6 hours long which provides you with a certificate that is valid for 3 years. Please contact [training@scouts.im](mailto:training@scouts.im) to enquire about upcoming courses.

If you believe you have completed a similar course externally (e.g. First Aid At Work) please let the Island Training Manager know, as we may be able to validate your first response training using that course.

## Wood Badge Training

The training listed above is considered the basic training, and as mentioned, should be completed within five months of taking up the role. However, all section leaders (and roles above) are normally expected to complete more advance training known as the Wood Badge Training, named after the award you receive once all training is complete. The normal time scale for completing this training is three years, following on from the Getting Started training.

This training includes topics such as: Programme Planning, Practical Skills, International Scouting, Skills of Leadership and Running Safe Activities. Training is usually done in training courses held at regular intervals on island. However, training for some modules may be available on-line, via interactive video webinars (or similar).

Advice on this training can be obtained from your Group Scout Leader, Training Advisor, or the Island Training Manager. Details of any upcoming Wood Badge training will be available on the IoM Scout web page – [scouts.im](http://scouts.im).

## Advance Training

Following on from the Wood Badge, if you wish to move into a more specific role within scouting, advance training is available. This may cover practical skills, outdoor skills, management, administration, or training. Please contact the Island Training Manager if you wish to find out more information about advance training.

## Further Information

For further information on training, contact your GSL, Training Advisor or the Island Training Manager:

For mandatory training modules: [Mandatory.Training@scouts.im](mailto:Mandatory.Training@scouts.im)

For wood badge training: [WoodBadge.Training@scouts.im](mailto:WoodBadge.Training@scouts.im)

## ACTIVITIES

We're a small Island, but there is a wealth of activities which we can offer our young people. The Island is arguably one of the most diverse landscapes in Britain, from the sea to the fells there are numerous outdoor adventurous activities we offer, and our team of permit holders help to deliver these activities in a safe and engaging manner.

Many activities such as hikes, bicycle rides and wide games can be run by any Leader – but some more adventurous activities like climbing or kayaking require a permit to run. Gaining a permit for most activities is easy and can be achieved with a few simple training sessions with one of our assessors. For example, to gain a belay permit for an artificial climbing wall it usually takes a couple of training sessions and then an assessment to gain a permit – this can all be completed on our own climbing wall at Mullin-ny-Carty.

If you'd prefer not to do any training for activities, that's absolutely fine too! Your young people can still benefit from all these activities by booking a session with our activities team. To enquire about booking a session use the following email addresses.

Archery – [archery@scouts.im](mailto:archery@scouts.im)

Axe throwing – [axes@scouts.im](mailto:axes@scouts.im)

Bushcraft – [bushcraft@scouts.im](mailto:bushcraft@scouts.im)

Climbing – [climbing@scouts.im](mailto:climbing@scouts.im)

Kayaking – [will.nelson@scouts.im](mailto:will.nelson@scouts.im)

## ISLAND WEBSITE, INTRANET, FACEBOOK GROUPS AND SCOUT EMAIL

The home of Manx Scouting on the web is [www.scouts.im](http://www.scouts.im) where plenty of information can be found about Scouting, designed for members of the public.

Additionally, we have our own Intranet site which contains specific information and resources for Leaders and adult volunteers – the site is also regularly updated with internal news items. From forms to go away camping, to risk assessments and activity booking information it can all be found on the site.

We also offer our volunteers an @scouts.im email address. This is helpful in that it segregates Scouting related emails from non-Scouting email, helping to keep your own email systems tidy. Our system also complies with GDPR. If you would like a Scouting email address, which in turn gives access to our Intranet site, then please email [website@scouts.im](mailto:website@scouts.im).

We have two Facebook Groups 'Manx Scouters' for all involved in Scouting on the Island, and 'Manx Scout Leaders' for uniformed Leaders.

## FAQS

### *1. Do I require a uniform?*

Not all roles within Scouting are “uniformed roles”. As a Leader working with young people you are in a uniformed role. Uniform can be purchased from the online Scout Store. A neckerchief or scarf can be acquired from your Scout Group.

### *2. Do I get paid and what about expenses?*

All Leaders and Adult Supporters are volunteers and therefore do not get paid. Any costs incurred in the running of activities (such as materials) should be recoverable as an expense – we do not require Leaders to fund activities from their own pockets. If in doubt, speak with your Group Scout Leader, or Group Treasurer.

### *3. Does the Island hold Island-wide Scouting Events?*

Yes, we hold a variety of section specific and Island wide events over the year from Beaver Sports Day, Kayak Polo, Supersplash, St. George's Day, Cub Football etc. We also hold an Island Camp for everyone.

### *4. Where can I find additional resources to help with my role?*

First, have a look on our Intranet. For more general resources and ideas for activities etc, check out the UK Scout Association website for members [members.scouts.org.uk](http://members.scouts.org.uk)

*5. Do Island volunteers socialise together?*

Many Groups will socialise together. We socialise as an Island at Island Events, at our AGM and we host an annual get together with food and refreshments.

*6. How is Scouting news distributed?*

Once you have completed the appointments process, you will be automatically signed up for Scouting emails.

*7. What about insurance?*

All our members, volunteers and parent helpers are covered by Scouting's Unity insurance for all meetings, events and activities.

*8. Can I take Scouts camping straightaway?*

We like the enthusiasm! To be able to take young people camping requires a Nights Away Permit. If you do not have one, you can apply for one but will need a current holder to run any camp on which you are being assessed. The basis of assessment is purely to ensure you are looking at the right points, considering the correct questions and ensuring a great experience for our young people.

*9. I know Scouts are involved in the TT Scoreboards, how do I get involved?*

Forms for the TT and MGP are circulated around 2 months before the events and are available on our Intranet. We are always looking for more adults to get involved.

*10. Where can I find out more information?*

For any further information, speak to another volunteers or check out [members.scouts.org.uk](http://members.scouts.org.uk)

## ANY ISSUES?

We hope the above provides an introduction to Scouting on the Isle of Man. You may well have many more questions now or as time goes on. Should you have further questions, please do not hesitate to speak with other volunteers or your Line Manager who will be more than happy to answer any questions. Should you encounter any issues along the way then you should initially speak with your Line Manager or the Island Commissioner in confidence.

The best way to find out about Scouting is by doing it, so jump in and have a fantastic time!