

Welcoming Adults to Scouting

(Induction)



ADULT RESOURCES



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Introduction

This short booklet outlines the importance of ensuring all new adult volunteers are welcomed and introduced to the workings of the Scout Group and to Scouting Ireland.

The Scouting Ireland induction process is a supported journey that an adult will partake in when they show an interest in being a Scouter. Youth members who seek to become Scouters will also engage with this process but are not required to undertake 'The Story of Scouting' eLearning module and interactive training course.

As Group Leader you will oversee the Induction Process in your Scout Group and you may, if you wish, ask another Scouter to facilitate the process for each new Scouter. The person facilitating the Induction process on your behalf is referred to as the 'Induction Facilitator'.

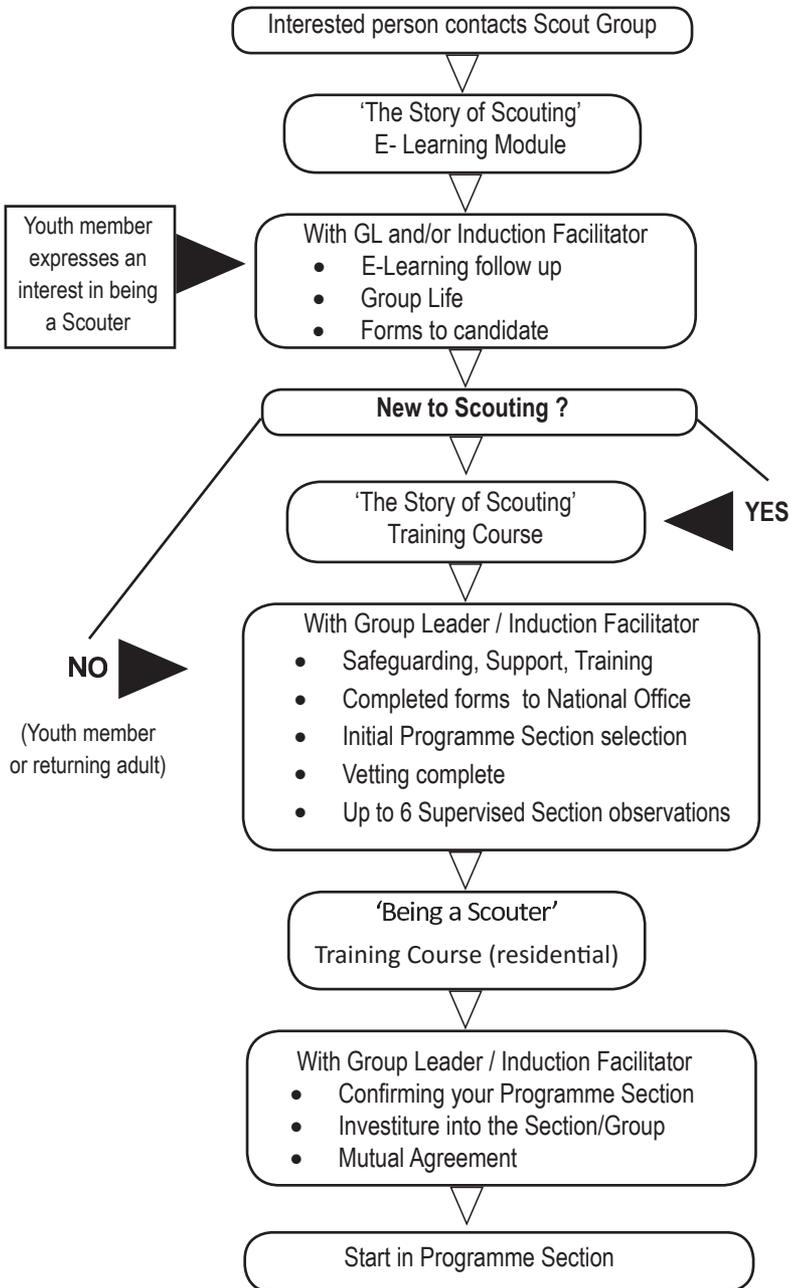
Each adult undertaking the Induction Process will be given a copy of 'Welcoming Adults to Scouting - Induction Handbook' which contains useful information which they should refer to during the Induction process.

If there is anything that they do not understand or wish to know more about, they are advised to ask you or the Induction Facilitator about it. You are there to help and guide them through this introduction to Scouting.

We trust you will find it a useful document and we encourage you to read it through and to familiarise yourself with its contents. If you would like to discuss any aspects we are available at National Office most Monday evenings from 7 pm to 9 pm. The number there is 01 495 6300.

In addition, if you require specific advice or support in relation to the induction process, you should ask your County Commissioner, Provincial Adult Resources Representative, Provincial Support Officer or Group Support Facilitator.

The induction process



The Steps in the Induction Process

Step 1 Show of interest, contact with Group Leader

The Group Leader (GL) or a designated Deputy Group Leader (DGL) should meet with any adult who expresses an interest in becoming a Scouter. They should provide their contact details and should get contact details from the new volunteer. The GL/DGL should explain that we have a process to help interested adults to understand what is involved and to getting started.

Step 2 The Story of Scouting - eLearning

The GL/DGL should invite the volunteer to undertake 'The Story of Scouting' eLearning module on www.scouts.ie. After completing this short module the participant will have a better idea about what Scouting is about and what it offers young people. The GL/DGL should look at the eLearning module so that they can answer any questions the volunteer may have about it, the Induction Handbook provides some backup information which the GL/DGL may find useful. It is important that the volunteer gets the 'Fun, Friendship, Challenge' aspects and also the educational nature of the programme.

Step 3 Group Life

If the volunteer is still interested after they have completed the eLearning module then the GL/DGL should introduce the application and vetting forms and ask the volunteer to consider them and to fill them in over the next few days, this may take a while because they are required to provide two referees to vouch for their character.

The GL/DGL may appoint another experienced Scouter to act as an Induction Facilitator for this volunteer or they may take on this role themselves. They should explain the role of the Induction Facilitator and introduce the volunteer to the person who will fulfill that role. The Induction Facilitator should provide a copy of the Induction Handbook to the volunteer, invite them to read it topic by topic and deal with any questions as they arise. This may take a few days or a few weeks, the important thing is that they take on the information and understand what it means.

While this is going on the Induction Facilitator should make arrangements for the volunteer to attend The Story of Scouting training course as soon as possible. They should introduce the volunteer to other Scouters in the Scout Group, explain how the Scout Group is organised, when the Programme Sections meet and where, the role of Scout Group Council and who's on it and other matters relevant to the life of the Scout Group.

Step 4 The Story of Scouting - training course

This training course (which takes about 3 hours) introduces the adult volunteer to some of the concepts and methodologies used in Scouting, such as the Scout Method. It is structured like a meeting with our youth members so participants can experience and appreciate what we do and how we do it.

The Induction Facilitator should consult the separate booklet 'Training Programme Scouters' so that they know what's being covered on this course and are ready to answer any questions which may arise.

Step 5 Supports, Training and Programme Sections

After The Story of Scouting the GL/DGL should ensure that the application form and the vetting paperwork have been completed properly and are sent to National Office. The Induction Facilitator should explain what supports are available within the Scout Group and from the County Team. They should also explain the Training Scheme and ensure that the volunteer understands what's expected of them and how vital the training is to the role they may take on. They should draw particular attention to the topic in the Induction Handbook about Safeguarding and taking care of oneself. Reassure the volunteer if they are concerned and explain that this topic is covered in detail as part of the Being a Scouter training course.

Once the vetting process has been completed and National Office have informed the Scouter and the Group Leader that the outcome is satisfactory, the Induction Facilitator should ensure the volunteer is booked onto the next available 'Being a Scouter' course, that is a prerequisite to them supervising young people.

The GL/DGL should have a discussion as to which of the Programme Sections would be best for the volunteer to work with; this will depend on the interests and skills of the volunteer and also the needs of the individual Programme Section teams.

At this stage the Induction Facilitator should arrange for the volunteer to attend a number of meetings of the Programme Section so they can observe what happens there. The number of meetings the volunteer attends should not exceed 6 in total until they complete their Being a Scouter training module. The Induction Facilitator should accompany the volunteer on these observation visits, introducing them to the Programme Section team, explaining what is going on and ensuring any questions that arise are answered. Prior agreement with the Programme Section teams is essential to the success of these visits.

Step 6 Being a Scouter- a two-day training course

Being a Scouter, is a residential two day course for all new Programme Scouters: those with previous Scouting experience, and those who have none. Normally there will be large element of time spent in the out of doors during this course.

Participants who arrive feeling that they know very little about Scouting will go away with confidence, knowledge and ability; feeling a lot more 'like a Scout', having experienced our methods, symbolism and motivations. The participant, who has already experienced Scouting as a youth member, will go away with a new outlook on how to achieve our Aim, and with the confidence to deliver Scouting as a Programme Scouter.

Step 7 Commitment and becoming a Scouter

When the Scouter has completed the 'Being a Scouter' course, the Induction Facilitator should review the learning with them and help them to see how it relates to what they have seen in the Scout Group. The 'Training Programme Scouters' booklet should again be referenced here.

The GL/DGL should revisit the discussion about which of the Programme Sections would be best for the volunteer to work with, to ensure that this is still the right choice. Once the decision is finalised, the GL/DGL should meet the volunteer and the Programme Section team lead and create a Mutual Agreement. Once this is done the new Scouter should be invested into the Scout Movement and the Scout Group with appropriate ceremony.

Conclusion

At this point the volunteer has become a Scouter and started on their training journey, they are part of a Programme Section team. The GL, DGL, Programme Team Lead or some other experienced Scouter should be appointed as their mentor to support them in their role, see the separate booklet entitled 'Supporting Adult Volunteers (Mentoring)' for more details of that process.

Useful documents and publications

Welcoming Adults to Scouting - Induction Handbook
Information Booklet - Training Programme Scouters
Information Booklet - Working Together for the Team (Mutual Agreement and Review)

[SID 96.13 - Adults in Scouting Policy](#)

[SID 36.05 - Policy for involvement of Non-Members](#)

[SID 39.05 - Code of Good Practice](#)

[SIF 01.04 - Adult Application Form](#)

[SID 39B.10 - Garda Vetting Policy](#)