

A guide to using This is Scouting for Adults

This guide has been prepared for anyone who is motivating one or two prospective Adult Members to join Scouts and is guiding them through the process of finding out enough about Scouts SA, its fundamental principles and Policies to fill in the Application for Adult Membership form(AAM).

The discussion will usually be with a Scout Group Leader or DC, but can be with any experienced Scouter. It must take place as soon as possible after an adult has indicated their interest in finding out more about becoming a member.

For more than two prospective members you may consider arranging an informal workshop at District level, run by the DC or a member of your Regional Training Team.

What's in this guide?

- Details of the purpose of This is Scouting for Adults(TiSfA)
- What preparation do you need to do
- What information do you need to take to the discussion
- How to adapt your approach to suit different types of people
- The key points to be covered
- What follow up should you do

Why do we have a This is Scouting for Adults booklet?

Prospective Adult Members have a right to be fully informed about what they are signing up for when they decide to join SCOUTS South Africa(SSA). We also need to be sure that the individual is really willing to commit to the Aims and Principles of SSA and that they will try and abide by the Promise and Law. Although this booklet is designed for someone who is new to Scouting, it should also be discussed with committee members and former youth members. They too will be starting in a new role and they need the information about their new duties and responsibilities.

TiSfA would also be appropriate to use as a basis for discussion with someone who was formerly an Adult Member but who has been inactive for some years and now wishes to re-join. They need to be informed of changes that have taken place.

This booklet lets the individual understand their role as an Adult Leader, the details of the position that they are applying for and what they are voluntarily binding themselves to through the policies of SSA.

Introductory discussions should be held as soon as possible after someone shows interest. Also make plans to get them onto the earliest possible IAL course even if all the steps in the vetting process have not been completed. However no appointment can be made until the individual has been vetted.

What preparation do you need to do?

Assess the ability of your candidate to decide how much discussion time you will need. For example a former Scout should have no difficulty understanding the Aim, Principles, Promise and Law so a lot of explanation will be unnecessary. Someone who

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has never had any involvement in Scouting will need more help so you must allow extra time for your discussion. Also assess whether they can master the material by themselves or, if they prefer, or are not familiar with English, you will need to go through it in detail with them. These factors will determine the amount of time you will need.

With your candidate decide when and where to conduct the discussion. It could be one to three evenings or a morning or two. It can be at their home or another Scouter's home whatever works for you.

Prepare a list of topics and questions that must be covered using This is Scouting for Adults to help you

What do you need to take with you?

Organise copies of:

- This is Scouting for Adults, obtainable from your DC or online at www.scouts.org.za
- [These are also available online:](#)
 - TiSfA worksheets containing questions about TiSfA
 - Child Protection Policy
 - Member Code of Conduct
 - Safe Scouting Policy
 - AAM form
 - Job description for their intended role
- Your list of key discussion points and questions
- Your Region Training teams' programme and dates of next IAL course
- Contact information for other Scouters who can help, both Group, District and Region
- Information about obtaining uniform
- Den, Pack or Troop Scouters skills card (needed to prepare for IAL course)
- Trails and Working Kits for the branch the person will join.

What approach should you use?

An informal and friendly approach is essential. Try to use non directive communication, consider reviewing interview techniques to help yourself do the best possible job. It is important that the exchange of information is effective, efficient and enjoyable. So try employing some instruction techniques, adults enjoy games and quizzes too, it may be the person's first exposure to Scouting's "Learning by Doing" You do not have to do it alone, it is your responsibility to ensure that it is accurately and positively put across, make use of the expertise that you have in your District or Region to help you.

This is a good opportunity to start providing the support and starting the relationship that a new adult leader will need to succeed in their chosen role. This is why this training is best done at Group or District level. The impact that this first level of training has is important. The training must be efficient, effective and enjoyable. It is the responsibility of the DC and the trainer assigned to the District to make sure that this happens.

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How you put all the information across will depend on the needs and background of the candidate. It could be also be done as a morning or afternoon workshop prior to the IAL course. This option should be discussed with the RTC Adult Leader Training in your Region. However your candidate does have to have enough time to think over your proposal before starting on the IAL course.

Whatever method is chosen, it must be remembered that learning will best happen in small groups, in an informal atmosphere, assisted by opportunities for individual participation and questions as well as learning through discussion and project work.

The key points to be covered

These need to be covered regardless of the background of your candidate, remember that the person is stepping into a new role and needs to fully understand the requirements. You may wish to cover some of these points at the first meeting and the rest at a follow up meeting.

- SSA is a non-racial, non-political, non-governmental, non-profit organisation and is not aligned to any religion or political party. It is open to anyone who is willing to abide by the Promise and Law and the policies of SSA
- It is a value based organisation. The Promise and Law stand for a code of living
- Every candidate is **vett**ed for their suitability through the reference checks. We have to protect the youth members of SSA.
- Once the AAM form is signed, the candidates details and a copy of their ID must be loaded onto Scouts Digital which forwards the copy of the Id to the National Office(SD does not keep the copy of the ID on file). The National Office **will** forward the copy of the ID to the Department of Social Development to be checked against the National Child Protection Register. This register is a record of sex offenders.
- For candidates who are planning to work in a Meerkat Den it is compulsory to obtain a Police Clearance Certificate. This a check to see if they have a criminal record. This check may be requested for other candidates too, should the reference raise any doubts.
- As an Adult Member SSA expects you to abide by the Member Code of Conduct(MCC) which is our protection from people who set a bad example to the youth. Some of the key aspects are no drinking, no swearing, no verbal, physical or emotional abuse. Any breach is covered under the disciplinary procedures as set out in the MCC.
- The SSA Child Protection policy sets out our responsibilities for protecting the youth from harm. If we suspect that a youth is being abused in any way we have an obligation to take action by reporting our suspicions to the relevant authority, even when the youth has begged us not to.
- Briefly discuss the Safe Scouting Policy
- Go through their worksheet answers and discuss any omissions or inaccuracies.
- Go through who's who in your Group and District
- Set out what the uniform is and who pays for what. Explain where they can be obtained, from the Scout Shop, ordered online from www.scouts.org.za. etc Their scarf and badges are supplied by the Group
- Amplify any key points especially about the Aim, Principles, Promise and Law
- Discuss their likely time availability and expected commitments for Scouting: unit meetings and preparation; weekend activities; some District meetings. As well as going for training

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- Explain how the training in your Region works and that they are expected to go on the first available IAL course, giving the dates if you have them and details of how to apply.
- Explain the importance of going for training and what the benefits are, especially for themselves.
- Explain how attending the IAL course will let them obtain a Limited Warrant which only allows them to run meetings at their regular meeting place
- Explain that after the IAL course they will need to have additional skills training, or if a former scout, they can get credits for the skills that they know. Even SGLs and Commissioners will benefit from some of the skills training because they will often be asked to help or support the Unit Scouters.
- Explain the importance of attending the relevant Warrant course within a year of attending the IAL Course so that they are able to plan and run their own meetings and know about helping their youth earn advancement badges.
- Explain what Scouts Digital is used for. If possible give a simple demonstration while you set up their profile.

What follow up should you do?

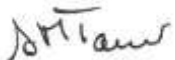
The type of follow up will depend on the need of the new leader. It may be a quick check to ensure complete understanding of the material based on the key points above. Or it may take the form of an in depth discussion around how to answer the worksheet questions.

It must include information about the way forward:

- completing the AAM form
- arranging for the reference checks and vetting
- registering the new leader on Scouts Digital
- obtaining uniform
- investiture or renewal of Promise
- forthcoming events that you hope they will attend
- signing up for the next IAL course
- planning for a skills card to get completed as far as possible but it must include all the requirements for the Scout Membership badge
- planning for attending a Warrant course in the near future.
- Identifying a suitable Mentor for the new leader

Leaders need personal and practical support for them to successfully carry out their tasks in Scouting and they must be introduced at an early stage to those who are going to provide this – the other Scouters in the Group, the DC. and members of the Programme Teams who are working in your District. Also discuss how to choose a mentor and if possible, establish who it will be.

This discussion is an ideal opportunity to begin this support and relationship at the start of a leader's service.



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