

Training Policy

(dated Apr-23)



Date Created

Apr 2023

Responsibility

Finance Sub-Committee

Date Adopted by Trust Board

Review Date

Purpose:

The purpose of this policy is to outline the guidelines for training and development within the District.

Scope:

This policy applies to all District based training whether it be “train the trainer” for nominated persons or for District provided training to Groups and Sections.

Training Objectives:

The following objectives shall guide all training and development activities of the District:

- to develop the knowledge and skills necessary for effective Scouting activities
- to promote and enhance leadership skills and qualities
- to foster a sense of commitment and dedication to the principles and values of Scouting
- to encourage teamwork, cooperation, and collaboration among members and volunteers
- to promote a culture of continuous learning and development
- to ensure training is made accessible for all members

Training Programmes:

The District shall develop and implement training programmes in accordance with the following guidelines:

- training programmes should be designed to meet the needs of all members
- training programmes should be based on the principles and values of Scouting
- training programmes should be aligned with the strategic objectives and goals of the District
- training programmes shall be delivered in a safe, supportive and engaging environment
- training programmes shall be conducted by qualified and experienced trainers
- there should be provision for the contribution to the costs of attendance as well as the course fee
- necessary training (e.g. First Aid trainer) should be available within the District

Training Curriculum:

The District should establish a training curriculum that covers the following areas:

- Scouting skills and techniques, including camping, hiking, navigation, and first aid
- Leadership skills and qualities, including communication, decision making, and problem solving
- Organisational skills, including planning, budgeting, and reporting
- Safeguarding
- Diversity and inclusion
- Environmental awareness and conservation

Funding:

The District will provide full or partial support for training costs, including cost of participation and out of pocket expenses subject to notification as part of the budget setting process. Only in exceptional circumstances will the District react to late requests for support.

The District reserves the right to seek re-imburement of the costs of training if any of the conditions of its provision are not met within reason.

Support for training will be subject to:

1. The request for funding support must be secured prior to any training being booked
2. Training must be in line with the District plans taking into account any statutory/regulatory requirements
3. Training requests must be able to demonstrate a return to the District, i.e. the provision of onward training to members
4. Skills-based training must be followed by at least one District-based training event, e.g. badge training

Training Records:

The District should maintain training records for all members in accordance with the following guidelines:

- Training records should be kept up-to-date and accurate
- Training records should be used to monitor progress and identify training needs
- Training records should be used to support recognition and advancement within the scouting programme

Evaluation:

The District Trustee Board will regularly evaluate the effectiveness of the training policy to ensure that it is meeting the objectives outlined in this policy. The District training team will be responsible for evaluating the success of training programmes and making recommendations for improvement.

Conclusion:

The District is committed to providing high-quality training and development opportunities for all members. Training programmes shall be designed to meet the needs of all participants and shall

be based on the principles and values of Scouting. Regular evaluation of training programmes and maintenance of training records shall be conducted to ensure the ongoing effectiveness of the District Scouts training programme.

Funding for training is restricted; it is important that the District prioritises the training needs of the organisation and its members.