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THE TRAINING OF ADULTS

Leader Training Obligations

The acceptance of a Warrant involves an obligation to undertake training appropriate to the appointment for which the Warrant is issued. Training is also available for Helpers and Skills Instructors, Administrators and Advisers, who do not have the same obligation, but who are encouraged to avail themselves of the training provided.

The retention and renewal of Warrants is dependent on the satisfactory completion of the appropriate training.

Training for District and Group Scouters

Initial Training (General Information Course)


- (a) All Leaders should be given the opportunity to complete Initial Training (or its local equivalent) within three months of application.
- (b) Initial Training starts immediately upon the appointment of a new Leader. This training is the responsibility of the District Commissioner, supported by the Assistant District Commissioner (Leader Training).
- (c) Initial Training provides practical advice and information to help the Leader. It provides an explanation of the Aim and the implementation of the Method of the Scout Association.

Introductory Training (Basic Course)

- (a) All Leaders should be given the opportunity to complete Introductory Training (or its local equivalent) within six months of appointment and must be given the opportunity to complete it within nine months.
- (b) Introductory Training gives grounding in programme, principles and method and outlines support available.
- (c) Introductory Training may be undertaken by Venture Scouts at the age of 17 (but not earlier) in order that they may qualify for the Queen's Scout Award or the Duke of Edinburgh's Award.

Leadership Training (Wood Badge, etc.)

- (a) All Section Leaders and District Scouters should ideally complete Leadership Training (or its local equivalent) within three years of appointment and must complete it within four years.
- (b) All Assistant Section Leaders should ideally complete Leadership Training (or its local equivalent) within four years of appointment and must complete it within five years.
- (c) Leadership Training - Part One is usually Sectional in nature and helps the Leader gain practical skills and experience for programme planning and activities.

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- (d) Leadership Training - Part Two usually gives skills of leadership (practical).
- (e) In-Service Training consists of a period of not less than three months following the completion of Leadership Training - Part Two, including the answers to the fifteen questions to fulfil the theory section. The District Commissioner may extend this period if necessary. During In-Service Training, Leaders continue working with their Group while receiving encouragement and support from the District Commissioner and Assistant District Commissioners.
- (f) At the conclusion of the In-Service period, the Leader will prepare a personal plan for ongoing training. When this has been decided, the District Commissioner (in consultation with the Assistant District Commissioner (Leader Training) and the Group Scout Leader) may recommend the award of the Wood Badge to those who have satisfactorily completed Leadership Training.
- (g) When a Leader who has completed Section Leader Training subsequently changes Section the Leadership Training - Part One appropriate to the new Section is undertaken together with appropriate pre-course projects as agreed with the Assistant District Commissioner (Leader Training).

Special Circumstances

Responding to training needs of Leaders, Headquarters may recognise alternative approaches to training proposed by Districts provided they enable the objectives of Section Leader Training to be met within the overall time scales and are in accordance with the criteria advised by the National Training Team.


Training for Group Scout Leaders and Commissioners

Training for Group Scout Leaders and Commissioners commences immediately on appointment and must be completed within two years. There are modular units which can be selected following a profile interview, and there are projects to be completed.

- (a) Training required by the individual Group Scout Leader and Commissioner will be identified at the time of appointment by a Commissioner nominated for that purpose.
- (b) The appropriate Commissioner may recommend the award of the Wood Badge to those who have satisfactorily completed training.
- (c) Commissioners and Group Scout Leaders changing appointment should complete training appropriate to the new appointment.

Certificates of Competence (Training)


- (a) Adults working towards gaining a **Certificate of Competence** from the Association will require the support of a mentor/personal training adviser who will either be an experienced holder of a similar **Certificate of Competence**, or the holder of a **Certificate of Competence** in Facilitating, Directing or Managing Training, all of which include such skills.
- (b) Before carrying out any of these functions without supervision, an adult must hold a current

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Certificate of Competence from the Association in that function.

- (c) The Competence for Managing Training for the Association includes that of Assessing.
- (d) A Certificate of Competence from the Association may only be issued when an assessor has signified that sufficient evidence to meet the Association's standards has been presented to establish competence.
- (e) Certificates of Competence remain valid for no longer than three years from the date of issue when the holder is the subject of appraisal and review.
- (f) In order to provide training and support to adults, District Commissioners will require the assistance of suitably qualified people to perform the following functions:
 - Instructing Practical Skills - helping individuals and small groups acquire practical skills;
 - Presenting - delivering specific training sessions which form part of the overall training experience;
 - Facilitating - working face to face with individuals and small groups in a learning environment;
 - Directing Training - designing, planning, preparing and directing a training experience;
 - Managing Training - managing a team with these skills to ensure the effective provision and delivering of both formal and informal training.
- (g) The approval to issue a **Certificate of Competence** is as follows:

Skills Instructing	Training Commissioner, on the nomination of the Assistant District Commissioner (Leader Training), through the District Commissioner;
Presenting	Training Commissioner, on the nomination of the Assistant District Commissioner (Leader Training) through the District Commissioner;
Facilitating	Training Commissioner, on the nomination of the Assistant District Commissioner (Leader Training), through the District Commissioner;
Directing Training	Training Commissioner, following consultation with Headquarters;
Managing Training	Training Commissioner, following consultation with Headquarters.
- (h) A Certificate of Competence may be issued to an adult who is not a Member of the Scout Movement. In such cases an **appropriate Form** must be submitted before the Certificate of Competence is approved.
- (i) Headquarters will maintain, through the Training Commissioner, a network of verifiers who will review a sample of all assessments in order that standards and methods may be monitored and evaluated and reports made.

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Local Education Authorities

Many Local Education Authorities run basic common element courses and specialist activity courses for youth leaders. Leaders are encouraged to participate in such courses.