

# Congratulations!



This is to confirm that:

\_\_\_\_\_ has completed the Four Week Challenge.

Thank you for volunteering your time at our Scout Group.  
You have helped improve the lives of young people and made  
a real difference in your local community.



Signed \_\_\_\_\_

Date \_\_\_\_\_

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## Easy wins, whilst running the 4 week challenge:-

- Ensure you have a pool of adult neckers, to ensure Beavers / Cubs / Scout know that 4 week challenge adult is part of the team, and also recognises them for it.
- Ensure you communicate with 4 week challenge adults prior to taking part in a session, outline of what's happening and what to expect - nobody likes being surprised. Email / text message or a call.
- Ensure young people say thank you, or recognise the contribution, the 4 week challenge volunteer makes.
- Ask 4 week challenge volunteers for feedback, ensure their voice is heard, and valued.
- Understand that not sometimes the first role that someone tries in Scouting, isn't necessarily the best role for them, offer flexibility.

## A Leaders guide to running the 4 week challenge:

The purpose of the 4 Week challenge is for parents to see & experience scouting first hand. The four week challenge should be used with existing parents in a similar way to taster weeks in new groups.

The four weeks should showcase how easy it can be to help, show adults its fun and gradually build a relationship between the leadership team and the new adults gradually increasing their involvement in the programme across four weeks.

The young people's programme when running the four week challenge should be carefully considered so that the new adults are involved in the programme. For example small group activities are good where adults are needed to help facilitate.

It is important existing adults are positive, welcoming & friendly and open to new members joining the team. This is not hard a 'sell' in the early weeks- you don't want to scare new adults off!

Adults taking part in the four week challenge would not normally wear uniform but it might be nice to give them a group Necker, and a Scouting name if used in your section.

Communication between meetings is important this could be done by email or text. Just a quick thanks and reminder of what to expect with next week's programme can make a huge difference to making a new adult feel welcome.

### DBS and Membership

Most adults taking part in the four week challenge will not be current members of the Scout Association nor hold a Scouting disclosure (DBS) check. Therefore like all "none DBS" adults it is important you have enough current volunteers present to make sure you have 'Sight and Sound' of the new adult at all times. If your programme or venue is not appropriate for your team to have 'sight and sound' of the new volunteer at all times you should register them as an occasional helper and obtain a Scouting disclosure prior to the start of the challenge.

On the first evening the new volunteer should be given a yellow card and be familiarised with the venue. It would be a good idea to meet them before the start of the section meeting. If the new volunteer continues to volunteer beyond week 4 it is important that they are registered on compass and their DBS is in progress.



Certificate available at [scouts.org.uk/printcentre](https://scouts.org.uk/printcentre)

## The Four Weeks

### Week 1 - Come along and see what we get up to

Make sure you are prepared and ready to meet the new volunteer, invite them along before the Section start time so they have chance to familiarise themselves with the venue and the programme as well as meet the team. You should be prepared to involve the new volunteer in the activities but don't expect them to run anything yet.

### Week 2 - Start to help out

Building on week one, hopefully the new volunteer is starting to feel part of the Team. Make an effort to involve them in the activities and let them lead on small tasks (Maybe running an activity base or game). At the end of this week ask them to come prepared to run something next week.

### Week 3 - Get a little more involved - maybe run an activity

Hopefully your new volunteer is now becoming part of the team. Involve them in everything happening in the evening and encourage them to take the lead on an activity which hopefully they have planned and organised (Possibly with your help).

### Week 4 - By now you'll know if Scouting is for you.

During week 4- set time aside during meeting with adults to find out how they have found it, if they enjoyed it, feedback for if it's repeated in future, if they would be interested in helping again and how? On this evening the new volunteer should be registered on Compass and their disclosure (DBS) check application completed if this has not already been completed.

Some kind of thank you should be given to the new volunteer on week four regardless of whether or not the wish to continue volunteering with the group.

## What Next

So the four week challenge is complete and your new volunteer has agreed to continue volunteer what's next?

This is just the beginning of an adult's journey into Scouting it is really important that we put just as much effort into the welcome and induction of new adults as we did into the 4 week challenge. Depending on the role the new volunteer has applied for the correct appointment process should be followed (<http://members.scouts.org.uk/supportresources/3256/appointments>) this will usually mean making an appointment with the appointments advisory committee. It is also good practice to find a mentor for the new adult who can guide and support them through the first few months. Getting started training is a priority and can be provided through the local training manager.

For more advice and support consult the Volunteer journey materials  
<http://scouts.org.uk/media/696687/Volunteer-Journey.PDF>



Examples of some of the promotional posters available at [scouts.org.uk/printcentre](http://scouts.org.uk/printcentre)

# TRY SOMETHING AMAZING

Why not try our Four Week Challenge? Volunteer for four weeks, support young people, supercharge your CV, and have some brilliant fun along the way!



Speak to **John Smith 01234 555 394** or email **john.smith@scouts.org.uk** to get started

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# TAKE THE FOUR WEEK CHALLENGE!

Try Scouting for yourself



**Would you like to...**

- Spend some quality time with your child?
- Develop your own skills?
- Have fun and rediscover adventure?
- Give something back to the community?

Why not try some of the fun and adventure of Scouting for yourself? We're now inviting parents to come along to Scouts for four weeks. You'll be amazed at the difference you can make and how good you'll feel...

**Week 1** Come along and see what we get up to  
**Week 2** Start to help out  
**Week 3** Get a little more involved - maybe run an activity  
**Week 4** By now you'll know if Scouting is for you.

We have a wide range of flexible vacancies either supporting young people or behind the scenes. Even if you can only give an hour a month, any help is truly amazing!

**INTERESTED?**  
Contact **John Smith** on 01234 567 891 or email **john.smith@scouts.org.uk**

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