



A Busy Winter?

Confido (above) already seems a long time ago and this should be the time of year when things are slowing down, but for many of us it doesn't feel that way.

While it's true that there are no county events between the start of October and the start of March, there are plenty of beaver colonies, cub packs, scout troops and explorer scout units running great programmes all through the winter months – getting ready for when the days start to lengthen again, the weather warms up and our outdoor activities are back in full swing.

In the past few months it was great to see so many young people attending Remembrance Day services across the county as well as getting out of their usual meeting places to take part in plenty of fun, adventurous activities.

In the background, the County Events Team and sectional ACCs are already starting to plan another

busy year of activities and events and all of our dates are in the on-line county calendar (see Page 2). This will allow you to plan your 2019 programmes without missing county events, activities or competitions.

Also, behind the scenes there's work going on to implement the national "Skills for Life" strategy and the county development / action plan.

There's some exciting development work going on and we're looking to recruit to some exciting and important new country team roles with the aim of providing even better programmes to our 6,000 youth members and more support to our adult volunteers.

2019 is going to be another great year of Scouting in Durham, but for now enjoy your Christmas and New Year break – and thank you for everything you all do to enrich the lives of so many young people to whom we truly give Skills for Life.

2019 Dates On-line

The 2019 county calendar is now on-line (see below for links) and contains dates for the full year. These dates can be used for programme planning purposes.

Upcoming Dates at a Glance

Here are the key dates between now and the next edition of the **Durham ePost** (Spring Edition – published on 10th March 2019).

- 1 **Network Chill Out Weekend:** 4th to 6th January @ West Hall
- 1 **DC's Meeting:** 7pm, 10th January @ Moor House
- 1 **Hill Walking Course:** 11th to 13th January @ Fell End
- 1 **Finance Board Meeting:** 7pm, 17th January @ Moor House
- 1 **Jamboree Unit 30 (Durham) Camp:** 18th to 20th January @ Moor House
- 1 **Full County Team Meeting:** 7pm, 29th January @ Moor House
- 1 **Beaver, Cub and Scout Section Forums:** 7pm, 30th January @ Moor House
- 1 **Executive Committee (Governance) Meeting:** 7pm, 31st January @ Moor House
- 1 **County Young Leader Training Weekend:** 1st to 3rd February @ Moor House
- 1 **Beaver Climbing Day:** 2nd February @ Simonside Wall
- 1 **DofE Q+A Day:** 3rd February @ 1st Great Lumley HQ
- 1 **Climbing Belay Training / Assessment:** 9th February @ Whickham Thorns
- 1 **Climb When Ready:** 2nd March @ Simonside Wall
- 1 **Introduction to Navigation Course:** 2nd March @ Muggleswick Common
- 1 **Outward Bound Selection:** 8th to 10th March @ Moor House

Coming Soon



Please see page 30 for all **Adult Training** dates.

Also see <https://www.durhamscouts.org.uk/for-members/adult-training/> to book courses.

Always please remember to check the county calendar for full details (locations, time etc.) and for any late changes:

<https://www.durhamscouts.org.uk/>

To add the county calendar to your calendar application or view in a web browser use:

ICAL (to add to a calendar app)

<https://calendar.google.com/calendar/ical/webdurhamscouts%40gmail.com/public/basic.ics>

HTTPS (to display in any web browser):

<https://calendar.google.com/calendar/embed?src=webdurhamscouts%40gmail.com&ctz=Europe/London>

CONTENTS

To help you find what you're looking for more quickly:

A Busy Winter?	1
2019 Dates On-line	2
Upcoming Dates at a Glance	2
Membership Subscriptions and 2019 Census.....	3
Media and Digital News	4
County News	7
Useful Group / District Policies	8
Growth and Development.....	9
Youth Shaped Scouting.....	11
Programme Support	13
Sectional Facebook Links	13
Beaver Scouts.....	14
Cub Scouts	15
Scouts	16
Explorer Scouts	17
Young Leaders.....	18
Scout Network	18
Community Impact	19
Activities.....	19
International.....	23
Events.....	25
Active Support	26
Diversity and Inclusion	26
Safeguarding	27
Adult Training	28
Governance (Trustee) Support.....	31
Moor House Adventure Centre	32

Membership Subscriptions and 2019 Census

Membership Fees / County Levy

At their November meeting the County Executive Committee decided that the county levy would remain unchanged at £9.50 for 2019.

Remember however that the national membership subscriptions will increase by £1.00 per youth member to cover increased safeguarding costs.

This means that payment to your district will be:

County Levy = £9.50 +

National Membership Subscription = £28.00 =

£37.50 PLUS your local District Levy per youth member.

Note that districts who do not meet the payment deadline to county of 19th March 2019 will NOT receive the national prompt payment discount in 2019.

Minor Changes to Census

The 2019 census will be very similar to 2018, with a few minor changes:

- There are no new questions for 2019
- It no longer asks whether beaver colonies / cub packs are sea/air/land [but continues to ask that for scout troops / explorer units]
- There is more focus on the quality of postcode data (see below)

“Now is the time to check the postcode of where your section meets”

- We have changed back to the use of the word ‘Disabilities’ rather than ‘Additional Needs’
- A section or other return can be ‘unlocked’ locally at any time until the return is approved (after that, requests to unlock must be made to the Info Centre as in previous years)
- OSM have made a small number of requested tweaks to their census support function to support these changes

Census / Subscription Dates

Dates for the completion of the annual census and payment of membership subscriptions are as follows:

Census

- Emails with early information will be sent to all line managers plus County/District/Group Secretaries in **December 2018**
- Census passwords will be issued during the week commencing **7th January 2019**
- During **January** a short series of webinars will be conducted to demonstrate how to complete census returns – look out for details
- The system will go 'live' on 21st January, but Districts/Counties will not be able to approve returns until **31st January 2019**, which is the date the census is to be conducted
- Group census is to be completed online and approved (including accurate sectional postcode data) **before 15th February 2019**
- District census to be completed and approved by districts **15th February 2019**
- County census to be completed and approved by **27th February 2019**

Membership Subscription Payments

- Payment of group subscriptions to districts (including national membership subscription, the county levy and any local district levy) to be paid **no later than 19th March 2019** (allowing time for funds to clear)
- Payment of district subscriptions to county must be made before **Tuesday 19th March 2019** (to allow transactions to be completed before 31st March – which is the end of financial year for most districts and the county)

Section Postcode Data

One error that we still see on the annual census return is that section leaders etc enter their own home postcode instead of the postcode where they meet.

This is often because leaders are unsure of the postcode of the building where they meet.

This makes it difficult to understand where there are real opportunities for development, because we don't always know where sections are located.

We are currently developing a digital map of the county (see under 'Media and Digital' news below) to support development and growth and we are planning to plot the accurate meeting location of all sections, along with

meeting times and contact details (Durham City and District have already provided accurate meeting location data – see below).



As well as helping people find meeting locations and supporting joining enquiries this will also help us to understand where there are opportunities to grow existing sections, recruit adults and obtain external funding,

We will therefore be asking Group Scout Leaders and District Commissioners to double check (and if necessary correct) section meeting postcode data before approving the census.

If you are completing the census for your section, please don't leave it too late. Now is the time to check the postcode of where your section meets.

Media and Digital News



Jamie Ion
Media + Digital SASU
Manager
media@durhamscouts.org.uk

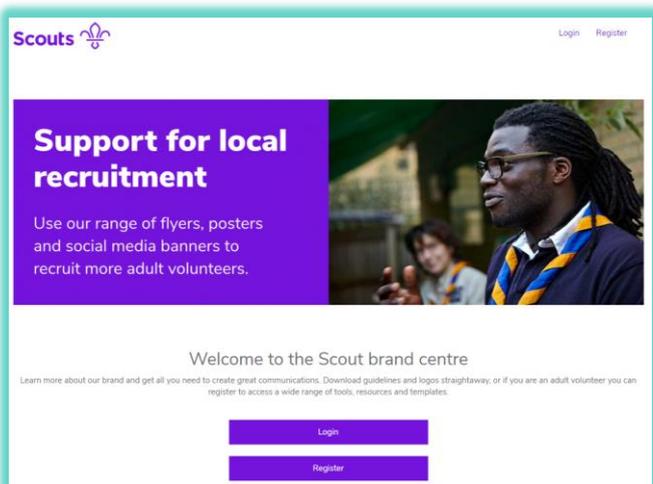
Brand Roll Out

It's now more than six months since the new branding was rolled out and we have less than 18 months to complete the switch over to the new Scout branding.

Many sections, groups and districts have wholeheartedly embraced the new brand, which is exciting, modern, optimised for a digital (on-line) world and inclusive.

Others have made less progress.

If you need support for rebranding, don't forget to visit the new Scouts Brand Centre at <https://scoutsbrand.org.uk/> where you can find a 'Brand Activation Guide' to get you started, and where there are image libraries, logo generators and lots of templates for meeting agendas and minutes, letterheads, posters and flyers etc.



Online Safeguarding Training

We've been experiencing several issues with the online safeguarding training which we are working to fix. As a temporary measure, the system will no longer email you a certificate.

You can download this when you complete your training, or you can re-download it from the 'My Tools' area of the Durham Scouts website.

Email Groups

Because of some 'challenges' extracting data from the Compass membership management system, we can only extract one role for each member. In many cases this isn't the role you spend most of your time doing.

This meant that if you were e.g. a Beaver Scout Leader but also a County SASU member, and the role we extracted from Compass was your SASU role, we had no easy way to know that you'd like to receive emails about Beaver Scout events.

To solve this problem, we have now set up additional email 'Groups' that you can join, to tell us which emails you'd like to receive. This also allows us to better target emails so that you receive fewer emails that you're not interested in.

There are also email groups which are suitable for parents and youth members to join so that they can receive information about county activities and events directly from us (quite a few parents have already signed up).

You can subscribe or update your preferences at any time using the form at <https://www.durhamscouts.org.uk/about-us/hear-from-us/> (just enter the email address you're registered with and select which groups you'd like to join). In addition, every email you receive from us has a link which allows you to update your preferences (or unsubscribe completely, although we hope you won't do that).

You can join one, many or all of the following Groups email Group:

- Leaders / Commissioners in...
 - Beaver Scouts
 - Cub Scouts
 - Scouts
 - Explorer Scouts
 - Scout Network
- Youth Member / Parents Sign Up for
 - Beaver Scout Parents
 - Cub Scout Parents
 - Scouts and their Parents
 - Explorer Scouts and their Parents
 - Scout Network members
- Interests
 - International
 - Safeguarding
 - Diversity / Inclusion
 - Managers and Supporters
 - Governance and Trustees (Executive Committee Members)
 - Adult Recruitment and Support
 - Adult Training
 - County Shop
 - Moor House Adventure Centre
 - Young Leaders
 - Youth Shaped Scouting

WordPress Content Manager Wanted

The media team are looking for a dedicated volunteer who can lead the management of content on the Durham Scouts website.

They will be responsible for setting up new content and updating existing content on behalf of the county team. Experience with using WordPress or another content management system is desirable.

Please contact the media team on media@durhamscouts.org.uk to express an interest in the role.

County Website Update

Earlier in the year we asked for volunteers to help with research into a new county website.

We're delighted with results of the research and as such, work has started on the development of a new website for Durham Scouts.

The homepage will be clearer, volunteer focused and will make content much easier to find. The new site will be launched during 2019.

Online Scout Manager (OSM)

In the last few Durham ePosts we shared with you plans for the county to licence Online Scout Manager, to reduce your subscription costs.

A number of you have already been in touch to ask about using the county licensing to reduce your subscription costs, but this wasn't quite as easy or as flexible as we hoped.



County licencing is only available for Gold/Gold+ licences and for this to work the scout county would need to pay OSM for the licenses up-front, and sections/groups would then need to reimburse the county. This would require additional administration by both sections and the scout county.

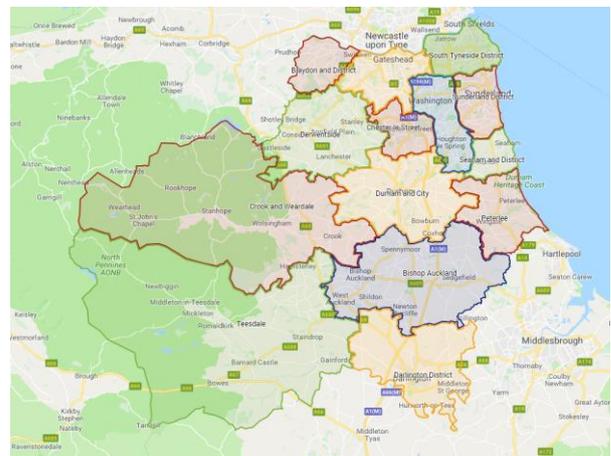
At the same time, discussions between the Scout Association and OSM are going well and OSM certainly looks to be THE system to use to manage and administer your sections (no more spreadsheets, paper records, record cards etc).

Given the limitations, at the last meeting of the County Executive Committee and at the last Section Forums it was agreed that it was not in the interests of sections/groups or the scout county to put county licensing and administration in place when the Scout Association is looking to do this nationally in the medium term.

We will NOT therefore be going ahead with a county licensing scheme, but we do still encourage all sections to use OSM, for which we will provide support through the new role of ACC (Programme Support) - see below.

Mapping the County

Over the past few weeks we've been mapping the county!



We now have an on-line digital map which shows definitive district boundaries (screen shot above) and this will be part of the new county website, complete with locations, meeting times and contact information for every section in the county (or at least those sections/groups/districts who provide us with their details)

Although our district boundaries were well understood in most areas, as we look to open new provision in areas where there hasn't been any scouting for a while it's been necessary to ensure that everyone knows which towns, villages, parishes and council wards are in which Scout District.

This work has now been done and we're working on making additional mapping data available to support growth and development, showing for each district:

- Where existing groups and sections are meeting
- Areas of deprivation which are potentially eligible for funding support

- Where local schools are located and how many pupils they have of each age
- Where young people of each age group live where in the district

This will underpin development work with the Regional Services Team and national HQ, with an objective to finding additional funding to support growth and development in local Scouting.

County News



David Stokes
County Commissioner
cc@durhamscouts.org.uk

Things are slowing down with activities in the run up to Christmas, but I've still been out and about. I had a busy but very enjoyable time at Confido, where it was great to hear the hard work and achievements of our volunteers being recognised by Deputy UK Chief Commissioner Kester Sharpe and our new UK Youth Commissioner Ollie Woods.

In October I helped run my last County Young Leaders training weekend as I handed over fully to the new County Young Leader Team.

I've also been delighted to be able to present some more top awards to some of our explorer scouts and scout network members and I've even found time to help take some scouts climbing.

It's Fine - Until It's Not

Over the past couple of years, I've realised why our rules and processes can be so important. I've seen several disputes and complaints arise because a relatively small issue has cropped up, but because an underlying rule or process wasn't being followed it couldn't be easily resolved locally and the small issue becomes a larger issue that can blow up, leading to disputes and formal complaints.

At the sectional and group level I've seen a number of common issues which are:

- Making reasonable adjustments for young people with additional needs
- Failure to follow the proper appointments processes
- Disciplining and excluding young people from Scouting



Useful Group / District Policies

One of the best ways to avoid complaints and disputes in Scouting is to think about contentious issues ahead of time, and to formulate relatively simple policies that are shared (with leaders, parents and young people, as applicable) and understood. Here are some ideas from the County Commissioner on some useful policies to put in place:

Discipline and Exclusion

Every section will ideally have a code of conduct which is developed with and understood by the young people. However, where the code of conduct is breached repeatedly it can be useful to have a policy to define how that is managed. This can usefully cover:

- How breaches of the code of conduct are managed and escalated (e.g. a sit down with the section leader and another leader at the end of the evening, escalating to a formal discussion with parents, carers etc.)
- Escalation or behaviours that could trigger a short-term exclusion, agreed with the young person and parents
- Serious issues that can lead to suspension (see POR 15.4 and 15.5)
- Escalation or behaviours that can lead to dismissal (ending of membership - see POR 15.10 and 15.11), Note that only the Group Scout Leader or DESC can approve a dismissal (section leaders cannot end youth membership) and that there is a right of appeal to the District Commissioner

Social Media

We also see people (mostly adults) failing out over who should and should not be members of social media groups (e.g. Facebook Groups, What's App Groups etc) and what gets posted there. It can therefore be helpful to have a policy on the matter which can be helpful in avoiding confusion or disputes and this should be applied consistently i.e. all sections in a Group, all Groups in a District.

This should clearly identify which categories of person (leaders in a section, leaders in a group, Scouts/Explorer Scouts, parents of section members, parents of group members, other supporters etc):

- Can be an administrator or manager
- Is allowed to be a member of the social media group
- Is allowed to post or comment

Ideally this will also define some processes or guidelines on how social media will be moderated (i.e. do posts need to be approved, and by whom, and/or when it is permissible to remove inappropriate posts)

Funding Support

Another area we see problems is when parents/carers find it difficult to afford activities, events, new uniforms or even regular subscriptions. Every section, group or district should have a way of providing financial support. To avoid allegations of favouritism it is important to define how that support will be provided i.e. who qualifies for financial support, how much financial support can be provided and how often. Publishing such a policy (but keeping applications and records confidential) ensures that financial support is provided fairly and consistently.

Waiting Lists

This can be one of our most difficult topics. Sections, groups and districts should all have clearly defined processes for prioritising the entry of young people in to the section. It again helps if this is available publicly, so that people can see that it is applied fairly. This should identify the priority with which young people will be given a place e.g.

1. Those moving on between sections in the same group / district
2. Children of volunteers in the group / district (or those agreeing to volunteer)
3. Those moving between sections from another group / district
4. Siblings of existing members of the group / district
5. Others, based upon time on the waiting list / register of interest

- Social media access
- Support for members who are financially challenged
- Issues with waiting lists

Support for making reasonable adjustments can be provided by the County Diversity and Inclusion Team (see below) and next year will see an update to the appointments processes in POR to clarify these things

The last four issues typically occur at the section, group and sometimes district level and I've seen too many of these minor issues cause major problems.

These can often be avoided by agreeing and sharing some simple, local policies and I've provided some more guidance on those above (see 'Useful Group / District Policies' below).



Moving Forward Together

Even though we're almost in the middle of winter and our busiest time for outdoor and adventurous activities is behind us, there's still a lot of things going on in.

Much of this is aimed at getting ready for a new year of scouting, but there's also a lot of work being done to support the new county development plan.

For those of you with county Office 365 accounts we've been tidying up our accounts, groups, distribution lists and making our SharePoint sites easier to navigate. We've also started to record some training videos to help people get the best out of our IT systems (and we'll make applicable training available to others in the county who use Office 365 in their districts or groups).

We've now moved the county development plan on-line, where it's easier for members of the county team and executive committee to update. That means that it's easier to review it and ensure that we're following through on actions.

As you'll read elsewhere in the newsletter, an important part of this work is recruiting for new county team roles which are essential in supporting our leaders in the roll out of the national Skills for Life strategy and the new county development / action plan.

Please do take a look at those roles and consider if you could help make a big difference in the county – or whether you know anyone else (currently inside or outside Scouting) who would be a good candidate for these roles.

There's also a lot of work going on behind the scenes on the finance side of things. Over the last couple of years, we've been strengthening the county's financial processes and resilience and we now have a full Finance Management Board (chaired by Nick McCormick) who are continuing the work of improving our processes.

Finally, although it helps to get our processes right we must never forget that Scouting is about people – process are only there to support and make life easier for our young people and volunteers.

Although it's less visible, as a county team we're continually working to support leaders and young people in sections, whether that's in resolving disputes, helping plan international trips or helping make reasonable adjustments for young people with additional needs.

If you ever need support or have a question, the county team is here to provide support – just ask!

Growth and Development



Hayley Robertson
 Deputy County Commissioner
 (Growth & Development)
growth@durhamscouts.org.uk

It's an exciting time for growth and development here in Durham Scouts.

Towards the end of the summer we opened our first new scout group for a number of years – the 27th

Darlington – as part of the Youth Investment Fund project.

Following some very positive District Development Days we're also looking to open new provision, with an aim to start with some new 'satellite' beaver colonies attached to existing groups, with an ambition to develop them in to complete new Groups over time.

We also have an exciting opportunity we're pursuing to open our second school-based section in the county. The first is the Scout Troop at Trinity School and Sports College, attached to 1st Framwellgate Moor Group, who meet on a Friday afternoon and which provides Scouting for young people with additional needs.

The new opportunity came about when we were contacted by staff at a pupil referral unit who really believe that the cub scout programme can be of benefit to their young people and initial meetings to discuss this were very positive.

October also saw another practical skills weekend at Moor House, planned by Sunderland and Seaham districts (but open to the whole county – thanks guys!). This included a mix of practical skills training (below), permit training and workshops sessions including 'Growing Your Group'.



ACC (Adult Support)

As reported in the last Durham ePost, we're looking to recruit a new Assistant County Commissioner (Adult Support) to help with the recruitment and retention of adult volunteers in the county, working with the County Adult Recruitment Team (CART) we'll be setting up.

An important part of the new role will be to look at how we can recruit more adult volunteers in the county, supporting districts and groups to implement current good practices and working with the CART to support local adult recruitment.

This is a really important and exciting role and the new ACC (Adult Support) will work with the County Training Manager to help districts streamline our recruitment, appointment, mentoring, training and role review processes so that we better support and retain more of our adult volunteers.

You can find out more about the role at <https://www.durhamscouts.org.uk/about-us/lead-our-adventures/acc-adult-support/> where there is a vacancy pack with a full role description and an on-line application nomination form.

If this is a role that appeals to you – or you know someone who would be great at the role (even if they're not already in Scouting) - please take just five minutes to fill in the form.

Growth and Development Actions

As exciting as all of this is, many of our sections, groups and districts can also look to grow through simply implementing the 'Skills for Life' growth actions.

To remind you, these are:

- To use the [Quality Programme Checker](#) each term or every year to review and improve the programme in your section (great programmes are the easiest way to recruit more youth members)
- To ensure that all section leaders and assistant section leaders complete Modules 12A and 12B ('Delivering a Quality Programme' and 'Programme Planning') [note that we'll be delivering additional Module 12 A / B training in 2019]
- Work to make sure that every group has at least one beaver colony, cub pack and scout troop
- Ensure that every district has a Growth and Development Lead appointed
- Plan and deliver practical skills training

Youth Investment Fund Update

New Growth and Development Officer



“Hi, I’m Cara Mattok; the new Growth and Development Officer. The aim of my role is to help to create more opportunities for young people to get into Scouting in Darlington and Sunderland.

“I will also focus on recruiting new leaders so that sections and

groups can grow, and we can open new groups across the two Districts.

“Prior to this I was a primary school teacher in Gateshead, and then I went on to set up support services for teenagers and young adults with cancer in the North East and Cumbria.

“I love to travel, I was born in Kenya and continue to visit when I can. I am also quite creative and love to try new things - spoon whittling is my latest hobby!

“I am really looking forward to sharing ideas and getting lots more people involved in Scouting and to meeting everyone in the coming weeks and months.”

Project Work Bank

With Cara’s appointment, as well as supporting recruitment to existing sections and groups we’re now moving forward to look at additional new provision in the two districts. We have identified a number of exciting opportunities in both Darlington and Sunderland which will be pursued in 2019.

Activities

Over the summer the YIF project started to deliver new adventurous activities to scouts and explorer scouts from Darlington and Sunderland and instructor Ben has also been visiting troops and units to deliver adventurous activities and support programmes.

Ben has more activity ideas for 2019 and there are some exciting opportunities coming up.

Tented Village

As you can read later in the newsletter, the new tented village is ready at Moor House Adventure Centre, and will be ready in the spring to welcome more scouts and explorer scouts from Darlington and Sunderland (it can also be booked by other sections and groups when not being used for YIF sections).

Additional Fund Raising

2019 will see the start of additional fund raising for the sections and groups in the two districts, to look at ensuring the growth achieved through the project is sustainable.

Our new fund raiser will be helping to identify and apply for funding for one-off projects (e.g. equipment purchase, one-off activities) and also looking to identify local, on-going sources of funding which Darlington and Sunderland groups can benefit from.

Youth Shaped Scouting



Mark Ireland
County Youth Commissioner
youth@durhamscouts.org.uk

As we approach the end of the year, the youth team have been reflecting on another great year for Youth Shaped Scouting in Durham County.

Young people have had the opportunity to shape their experience at every level of Scouting - ranging from their section meetings to major county events.

We’d like to thank you for all the work you’ve done to make Durham Scouts recognised by our new UK Youth Commissioner, Ollie Woods, as a highly Youth Shaped area of Scouting.



YouthShaped at Confido

In October, the County Youth Team brought its #YouShape Space to this year's Confido at the Beach.

During the weekend, 390 young people (that's 30% of everyone at Confido) told us why they enjoy scouts or explorers and also their favourite activity at this year's Confido.



Young people at Confido enjoy scouts or explorers because of the skills they learn and the friends they make. This isn't surprising as their favourite part of Confido is seeing friends they do not normally see and the skills-based activities that Confido provides.

Skills for Life YouthShaped Actions

Although we're making great progress with youth shaped Scouting in Durham there is always more to do to make sure that every section, group and district is youth shaped.

Don't forget your "Skills for Life" actions for sections, groups and districts, which are:

- To hold termly log chews, pack forums, patrol leaders councils and explorer forums
- To deliver the Teamwork Challenge (for beavers, cubs and scouts) and Team Leader Challenge (for cubs and scouts Awards)
- To support at least two 18 – 24 year olds on every group and district executive committee
- To appoint District Youth Commissioners (where not in place already)
- For District Commissioners to support your District Youth Commissioner to develop a Youth Shaped Scouting action plan

As always, the County Youth Team can provide help and support on any of the above, so if you'd like some help putting the Youth Shaped Skills for Life actions in place why not get in touch?



Looking Forward

2019 will be an opportunity to make Youth Shaped Scouting even more embedded into everything we do in Scouting in Durham.

In February, we welcome back YouShape Month; this will be an extraordinary year, as it will be our last YouShape Month.

This is to help Youth Shaped Scouting become even more embedded in our programme every week of the year. UK Youth Commissioner Ollie Woods has a number of ideas on how to do this and we will be asking for everyone's opinions (especially young people's) during February.

The County Youth Team will also be running a number of initiatives in 2019 to help you to engage young people in all aspects of Scouting, including YouShape Programme Exchange Workshops and a "YouShape in a Box" night.

We would love to be able to contact you directly to give you any and all information about Youth Shaped Scouting.

You can follow us on Facebook (facebook.com/DurhamScoutsYouth/), on Instagram (@DurhamScoutsYouth) or you can now sign up to join our Youth Shaped email Group (see Media and Digital News above)

Sectional Facebook Links

Here are the links to the sectional Facebook groups/pages where you can share ideas and ask questions of other leaders across the county.

You can also catch all the latest news about county events and competitions and find links to photographs and videos. Check them out at:

- **Beavers:**
<https://www.facebook.com/groups/143786182977770/>
- **Cubs:**
<https://www.facebook.com/groups/327518474321762/>
- **Scouts:**
<https://www.facebook.com/groups/163235637520159/>
- **Explorers:**
<https://www.facebook.com/groups/774187779457101/>
- **Young Leaders:**
<https://www.facebook.com/durhamyoungleaders/>
- **Network:**
<https://www.facebook.com/DurhamScoutNetwork>

Programme Support



COULD THIS BE YOU?

ACC (Programme Support)
programme.support
@durhamscouts.org.uk

Yes – this is a new role we're recruiting for as part of the county development plan.

The new ACC (Programme Support) will work alongside the existing sectional ACCs, but whereas the sectional ACCs will continue to provide section specific support and best practices and work with the Events Team to organise county events and activities, the ACC (Programme Support) will look at aspects of programme support which are common to all sections.

In summary, this role is all about helping our leaders in all sections share programme ideas, to make it easier to plan better programmes and use the new digital tools which Scout HQ will be rolling out starting in the spring of 2019 (see Cub Scouts news below).

Part of the role will also be about letting leaders know about programme ideas and initiatives from Scout HQ and other local organisations.

A good knowledge of programme planning and delivery in any section is necessary to succeed in the role, good digital skills are clearly very important and a good knowledge of the current OSM system would also be useful.

There are full details of the role at <https://www.durhamscouts.org.uk/about-us/lead-our-adventures/acc-programme-support/> including a vacancy pack with a full role description.

If you think this role is right for you – or someone you know – please use the link above to submit your application or nomination.



Beaver Scouts

Beaver Pantomime



This year's Durham Scout Beaver Pantomime was Snow White and The Seven Dwarfs. Beavers (plus other group members, family and friends) from across Durham attended the show which was on Sunday 2nd December at The Gala Theatre in Durham.



As usual, the feedback was very positive and everyone had a really great time, cheering and booing the heroes and villains (Oh yes they DID!)

Thanks to all the leaders and supporters who came along and helped make the event possible.

New Beaver Events for 2019!

Beaver Climbing Day

Don't forget that beaver scouts will have the opportunity to go climbing at Simonside Wall on **2nd February 2019** in our first ever Durham Scouts beavers climbing event.

In the next few weeks we'll be emailing beaver leaders (and those in the beaver scouts email group) with details about the event so that you can book your beaver scouts up.

If you're a member of the county climbing team with a belay permit, please also book the date in your diary so that we can take as many beavers climbing as possible.

Damboree – Beavers in Tents

We now have a date for the county Damboree Camp (<https://www.damboree.co.uk/>) in 2019

The plan is to hold the Damboree camp on **Saturday 15th June** at Moor House – that's the night before the Beaver Picnic on 16th so your Colony can camp before the Beaver Picnic if you wish

This is also the evening after the Cub Big Day Out, so tents will have to be pitched after the Cub Scouts leave and taken down on the morning of the Beaver Picnic.

Although there will be a camp fire, this isn't a large organised activity camp. The idea is to give beaver scout leaders the chance to take their beavers away camping, possibly for the first time, with on-site support.

The focus will be on giving our beavers a camping experience including a dinner, some supper and breakfast, some games and a campfire.

This is the ideal opportunity for leaders to be assessed for a Night's Away Permit (you'll have to invite your District Night's Away Advisors along)

and for more beaver scout leaders to gain permits. This will hopefully lead to more beaver scouts being given the opportunity to experience camping in addition to indoor sleepovers.

We'll let you know more details in the New Year.



Cub Scouts



(Still no 'better picture' from Lesley even though she promised - we haven't forgotten...)

Now that we're in to the winter period we're in to a quiet time for county cub activities but no doubt you have been just as busy as usual in your packs and districts.

As we build up towards Christmas it would be lovely to see some of your festive ideas, why not post your pictures on our Durham County Cub Leaders Facebook page (address above).

It was great to see so many bubs at the awards ceremony this year, well done to everyone who achieved their Chief Scout Silver Award and who attended the Awards Day. Keep up the good work!



Cub Scout Programme Planning Tool

We now know that one of the first digital tools to be made available under the national "Skills for Life" strategy will be the new programme planning tool.

This will be launched first for the cub scout section and will allow you to:

- Use off-the shelf programmes to plan and run and entire pack meeting (eventually there will be

enough programmes to run the complete Chief Scouts Silver Award programme)

- Find individual programme ideas to include in your weekly programme, letting you choose ideas by how long they take, what equipment is needed, who they're designed for etc

The current launch date for the new programme planning tool is April 2019 (beavers, scouts and explorers will then follow).

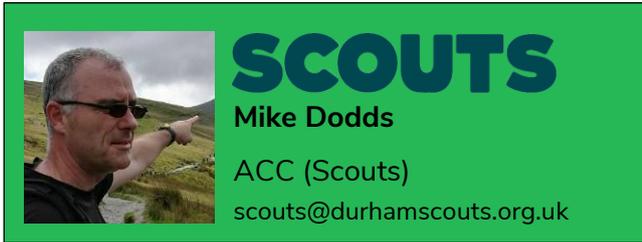
This will work best if cub leaders from up and down the country are willing to share their programme ideas and you can now share your best programmes and ideas nationally.

Visit the webpage at

https://app.smartsheet.com/b/form/e3120c8fb2a3488cb723e07222101852?dm_i=31ME.SLD9.5M9A8C.2XY.VB.1 to share your ideas and we'll see them appear in the new tool in the spring!

The Cub Team would like to wish you all a Merry Christmas and a Happy New Year and to thank you for all of your hard work and support over the past 12 months. We look forward to seeing you all in 2019.

Scouts



Well here we are on the countdown to Christmas, as we take time to contemplate how the past year has gone and as I sit and think about it, it's gone very quickly indeed.

I think we've achieved quite a bit in the scout section this year, the sectional meetings have really taken off and it's nice to see more leaders coming to these and sharing ideas and programmes.

We've re-booted the Dryburn Cup and Vaux Ambulance competitions and these will be advertised again after the Christmas break so look out for these.

I will be asking for help with these so please get in touch via email if you are about and able to help. The

dates are **17th, 18th and 19th May 2019** and remember that if your Scouts take part in the weekend this can count towards loads of activity badges and a few Challenge badges.

Since my last post we've had Confido at the beach, in the cold (where else could you have a choc-ice at 11pm when it was -1 degC, whilst at a beach party?).

It was great to see so many scouts and leaders at this ever-popular weekend all enjoying themselves and for me personally there was a sense of achievement when all the Kandersteg scouts / explorers came to find me to claim their branded hoodies and neckers for our trip next year, and then to see them all wearing them around the camp, beginning to take ownership of the incredible trip they are part of.

As I've said previously, Kandersteg has taken over my life at the moment but I'm quietly enjoying it and the time and effort being put into this by the great leadership team we have for the trip was borne out at a recent youth hostel trip in the Lake District where we had 55 of us all hiking (see photo below), doing team



building games, cooking, washing up and planning our week of adventure next summer in Switzerland.



The trip is definitely taking shape, the momentum is growing and the group of young people we are taking are a credit to Scouting in Durham as a County, so well done all and keep it up.

As I finish typing this I am looking forward to our contingent Christmas Party and then the real slow down which is Christmas itself, where we can all stop, take a well deserved break and spend some real quality time with family and friends.

So, to all my scout leader colleagues, Happy Christmas, have a good one, and please ensure you have a little merriment in there somewhere, ready to come back in 2019 for what I see as being another great year in Scouting.

Explorer Scouts



EXPLORERS
Scott Doughty
 ACC (Explorer Scouts)
 explorers@durhamscouts.org.uk

Changes to Queen's Scout Award Requirements

From 1st November 2018, HQ have removed the requirement to register nationally for participation in the QSA, and the ruling around a maximum 3 month

back dating of activities has been changed so that earlier activities can count.

There is more information on the QSA section of the web site (<https://members.scouts.org.uk/qsa>) and hopefully in your latest email from HQ.

We will be looking to put an OPTIONAL registration system in place in the county, but this will not be a mandatory requirement and will be there to let Explorer Scout Leaders, DESCs and myself know who is working towards the award.

It will also serve to let Explorer Scouts know who can support them locally.

Section Forums on the Road

The first explorer scout / scout network section forum on the road was held in Chester-le-Street district.

This was a very open and useful meeting with some good discussions on requirements for Top Awards (including the recent changes to the Queen's Scout Award – see above)



Thank You

2018 has again been a fantastic year for Explorer Scouts in Durham and that's mostly down to our amazing leaders in the explorer scout section.

Many people said that Confido was the best ever with a brilliant beach theme, memorable performances by several explorer scout units in the lip synch' battles and of course two high energy but 'silent' discos.

Thank you for everything you have done for our Explorer Scouts in 2018 – and for everything you're going to do in 2019.

Young Leaders




Iain Wood
ACC (Young Leaders)
yl@durhamscouts.org.uk

We will also be holding an 'Advanced' Young Leader training weekend (under canvas) in the Autumn, which will build on the content of the introductory course and will also include practical skills training.

We will also work with district Young Leader Unit Leaders to share dates of district training and to ensure that we have sufficient Module K First Aid classes being delivered.

Scout Network



network
David Holmes
ACC (Scout Network)
network@durhamscouts.org.uk

February 2019 Young Leader Training

Bookings for the February 2019 introductory weekend course are now open, with training on 1st - 3rd February 2019, and costs £25 (usually paid by the Young Leader's Group or Young Leader Unit). It covers the following Modules:

- Module A - "Prepare for Take-Off!"
- Module B - "Taking the Lead"
- Module C - "That's The Way to Do It"
- Module D - "Understanding Behaviour"
- Module E - "Game On!"
- Module F - "Making Scouting Accessible and Inclusive"
- Module G - "What is a High Quality Programme?"
- Module H - "Programme planning"

Note that bookings will close on 18th January or when all places are full. You can book places at <https://www.durhamscouts.org.uk/for-members/young-leaders/>

Other Young Leader Training

There will be another introductory weekend course later in the year, on 11th to 13th October 2019

Chill Out Camp

We are all looking forward to our 2019 Chill Out weekend at West Hall on **4th-6th January** so please have a look at the event on the County Facebook Group event and get signed up if you haven't already.

All network members who have participated previously have had a great time. Thanks to South Tyneside for supporting with the use of West Hall and to Sunderland Network for once again taking the lead on running the event.

On The Road

We had our first Explorer Scout / Scout Network section forum on the road at Chester-le-Street



including primarily Durham City and Houghton-le-Spring, but of course open to all.

This was more of an open forum session with some info from HQ being shared but more so a chance to discuss issues generally and share information and ideas.

Our next forum will be in Seaham on 16th January focussing on Seaham and adjacent Districts (Sunderland, Houghton-le-Spring, Durham and City and Peterlee), but again open to all

This is a great opportunity to meet other network members and share ideas without having to travel too far.

Changes to Queen's Scout Award Requirements

Please see the important update about the Queen's Scout Award (above), which also applies to members of the scout network working towards this top award.

This may mean that some of you who thought that you may not complete the award may now be able to do so and it's well worth looking at.

I hope everyone has a great festive break and look forward to seeing many of you in 2019.

Activities



Stephen Ramsay
ACC (Activities)
activities@durhamscouts.org.uk

Duke of Edinburgh's Award

Congratulations go to all our DofE Award recipients this year – the standards continue to improve in the awards we are verifying and sending to HQ for approval and our leaders should be very proud of the quality you maintain.

I have had successful discussions and meetings with the Regional DofE office with a view to the better moderation of the participants migrating to us from other Licensing Organisations.

Community Impact



COULD THIS BE YOU?

ACC (Community Impact)

community.impact@durhamscouts.org.uk

This is another new role we're recruiting for as part of the county development plan.

The new ACC (Community Impact) will provide support to sections, groups and districts who are looking to understand and delivery high quality Community Impact projects locally.

These could be projects with the current A Million Hands partners or the new partners who are currently being selected. The ACC (Community Impact) will act as coordinator with A Million Hands project partners in the region, helping to deliver more and better coordinated support for sections and groups looking to undertake A Million Hands projects.

These could also be local projects, selected by our young people, where the ACC (Community Impact) would help young people and their leaders understand what makes a high impact, long lasting, high quality community impact project.

From time-to-time the ACC (Community Impact) will also take the lead in organising county wide community impact projects, to raise the profile of our community work both inside Scouting and our local communities.

There are again full details of the role at <https://www.durhamscouts.org.uk/about-us/lead-our-adventures/acc-community-impact/> including a vacancy pack with a full role description.

Check it out and if you think this role is right for you – or you know someone who is a good fit – use the link above to submit your application or nomination.

Hillwalking Courses

Course No.113 at Fell End is on **11th to 13th January 2019** and it is very nearly full. If you want to book on this course you'll need to be quick, otherwise you'll need to wait until October.

However, if you just want to learn basic navigation for low level walks or for personal satisfaction why not just

come on the Navigation Introduction day on 2nd March? This is also ideal if you want to teach navigation to your young people.

Archery

The Archery Team have produced a guideline for leaders running archery using 'toy' bows and arrows. While an Adventurous Activity Permit is NOT required to use these toys, the guideline will help you ensure that beavers and small cubs are trained in good range discipline before moving on to the real thing.

Please contact me for a copy if required.

Climbing:

Re-routed 40' Climbs on Moor House Tower

The plan to re-route the 40-foot climbing routes on the tower at Moor House has resulted in a fantastic facility, with many grades ranging from 2b to 7c.

Even beavers can scale the heights while harder climbs are available for those needing the challenge. It is very suitable for the Scout Climber's badge so we hope to see it used to its full potential as soon as the weather improves.

Outdoor Climbing

Inspired by the success across the county with artificial wall climbing (mainly the belay permit system and the Moor House tower refurbishment) the climbing orientated members of the County Activities SASU met to discuss how we can develop and increase participation in outdoor climbing on natural rock.

We intend to achieve this in the first year by:

- Holding regular evening indoor climbing meetings for adult leaders
- Day / weekend sessions open to adult leaders to come and try outdoor rock climbing
- Training and support to help belay permit holders upgrade their permits to supervisory
- Outdoor top rope setup / group climbing training / assessment weekends
- Regular outdoor evening sessions over the "summer" period

- Session development support for belayer's and supervisors

If you think this could be for you or you would like to give us feedback on any climbing support and development you would like to receive then please contact either activities@durhamscouts.org.uk or liammartin83@hotmail.co.uk - please note that no previous climbing experience is required. We look forward to hearing from you!

Newcastle Climbing Centre

Great news for those in the north of the county or for those looking for somewhere else to climb.

Negotiations with Newcastle Climbing Centre (NCC) have also come to fruition where the Manager, Mark Goodings, has kindly offered discounted rates for members of both Durham and Northumberland Scout Counties provided that bookings are made in advance on (0191) 265 6060 or by email to enquiries@newcastleclimbingcentre.co.uk.



Current belay Adventurous Activity Permits (AAPs) are accepted, and if you have a group of 12 or more the centre will also provide free instructors if required.

It is preferable to avoid the busiest times when bringing a group so consider booking after 6.30pm in the evenings and after 3pm on a weekend during term times.

Newcastle Climbing Centre will also give Scouts a 15% discount in their great in-house climbing shop.

The cost is just £5 per climber - and it includes a harness if required..... What a bargain !

ROF 59 Update

For those of you using ROF59 (Newton Aycliffe) for climbing please be advised the ticket system is no longer required.

People can book in advance and pay cash on the door at the agreed rates.

Existing tickets remain valid, and all other requirements stay the same viz belayer/climber ratio and you must book in advance so that belayers can be checked on the AAP list.

Water Activities;

Lee Rushworth now able to assess canoeing and kayaking on any B1 water. Many thanks Lee for jumping through the hoops to gain the qualifications necessary for everyone's benefit.

Lee is looking to put a training plan in place for kayak / canoe permits (AAPs), likely to be starting around the end of March 2019, just in time for the start of the new season.

As well as assessment for those that have the skills but no formal national qualifications, Lee will also be putting a coaching course in place for those that want to develop the skills for assessment in either kayak or canoe or both!

The format is likely to be along the lines of a weekend training session, introducing the core skills and then offering further coaching and trips throughout the year

using a variety of locations / venues to build up experience.

If you already have experience/qualifications and would like to be assessed, please do get in touch as well!

Interested parties please contact

lee.rushworth@durhamscouts.org.uk

National Scout and Guide Symphony Orchestra and Concert Band

Over the last two years we've had increasing numbers of youth members from Durham (aged 12 – 25 and usually playing at Grade 5 and above) joining the National Scout and Guide Symphony Orchestra and Concert Band.

The course costs £510 and concerts are based in Stourbridge, West Midlands and run from Sunday 28th July - Sunday 4th August 2019. The closing date for applications is midnight on **Saturday 15th December**.

The NSGSO and NSGCB Ensembles

There is a choice of 2 ensembles to apply for. The National Scout and Guide Symphony Orchestra (NSGSO) is now in its 44th year, and after the success of forming the National Scout and Guide Concert Band (NSGCB) three years ago it now runs alongside the Orchestra.



The National Scout & Guide Symphony Orchestra and Concert Band

Join the NSGSO or NSGCB 2019!

Stourbridge, 28th July - 4th August

Do you play an orchestral or concert band instrument? Will you be aged between 12 and 25 by August 2019? Then we want to hear from you!

Following the Success of the NSGSO & NSGCB 2018 with 142 members we are looking to make our next course bigger and better than ever

Both courses include a week of rehearsals and workshops with a professional conductor and sectional tutors alongside concerts and social activities and we want you to join us!

For more information and to apply go to:

apply.nsgso.com

or email info@nsgso.com

Applications close at
midnight on Saturday 15th
December so don't wait -
apply now! You will hear by
the New Year if you have
been successful



The NSGCB were re-branded last year with their own identity.

Both groups are based together and although they have separate rehearsals and concerts they come together for a massed finale and all accommodation and social activities. There is slightly different criteria and instrument choices for each - please see their website for specific information.

The NSGSO and NSGCB Course

NSGCB meets every year for a fantastic week-long course of music and social activities led by 2 conductors and 12 professional tutors, and hosted by 8 staff members.

Members are accommodated in single and small dormitories with common areas all food is provided.

During the week the Concert Band will perform 2 concerts in the community and also their main Saturday lunch time concert on 3rd August.

They will also have the opportunity to take part in two concerts with the Orchestra as guest artistes.

For the Orchestra the week will culminate in two evening concerts in Birmingham on Friday 2nd and Saturday 3rd August with the Concert Band as guest artists.

Both the Orchestra and the Concert Band will also play a joint piece together on the Friday.

Applications can be made via <http://apply.nsgso.com/> and you can watch a [promotional video](#) to get a feel for what this fantastic opportunity is all about.

visiting France and Switzerland, with myself on a community development project in Uganda.

The reports back are that everyone had a great time. My thanks go to all the leaders who have planned and supported these events.

Next Year's Trips

Next year is looking very exciting on the international stage for Durham. I have already received details of trips to Kenya, Croatia, Holland, Andorra and France, which is fantastic.

If you are planning a visit, please let me know so I can add you to the list and help with the planning and paper work that is need by HQ.

Planning for both the Jamboree Units (Durham and Durham/North Yorkshire) is going well, and in 10 months the Units and International Service Team (IST) members will be at the 24th World Scout Jamboree in West Virginia,

Running alongside the Jamboree, we also have a county trip to Kandersteg. A number of the unit leaders went on a planning visit to Switzerland in the summer and the contingent went away recently and took over the Patterdale youth hostel for the weekend. From what I know there are some fantastic activities being planned.

Please see if you can help those attending these events from your district by supporting the fundraising events they are running.

International



Dave Russell
ACC (International)
international@durhamscouts.org.uk

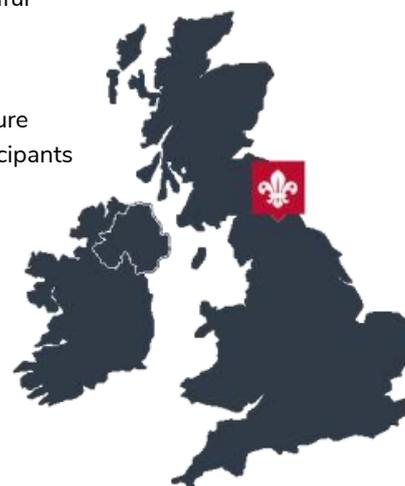
A Busy International Summer

Over the summer we had members attending international events as part of the UK contingent at Roverway in Holland, explorers taking part in the Tall Ships in both the Sunderland to Esbjerg and the Stavanger to Harlingen Race, groups and district's

Durham2020

Scout and explorer scout bookings are now open for Durham's first international scout jamboree, set on a 60 acre site in beautiful countryside.

This will be a life changing adventure with 2000+ participants from around the world. Scouts and explorers are invited to join us and be immersed in our 7 night, 8 day experience.





This includes two offsite days including a secret explorers experience, as well as over 200 activities to take part in, ceremonies and a full evening entertainment programme from campfire to silent disco, creative performances and a cinema.

It's going to be EPIC!

Even though the event is 18+ months away we're already receiving bookings and now is the time to book for your scouts and scouts. You can book places and add more or make changes later if needed but booking now and giving us an idea of how many scouts or explorer scouts you'll be bringing will secure your places.

Cubs can take part in either our exclusive Durham Cubs Big Day Out visit, or our 3-day, 2-night Cubboree experience. This is a unique opportunity for Durham County Cubs to experience an international scout jamboree, just 30 minutes from Durham city.

Durham Scout County beavers are also invited to join us for their exclusive Beaver Big Day Out day visit, and/or with overnight experience for those who like to camp!

Our team leaders have already been appointed and are busy holding planning meetings and recruiting for numerous staff roles.

For more information and booking details visit - www.durham2020.org.uk

European Jamboree 2020

In 2020 not only do we have the first Durham international camp being held, we also have the European Jamboree been held in Gdansk Poland <https://www.ej2020.org/> (the last one was in 2005 which was held in the UK).



European Jamboree 2020,
let's meet in Gdańsk!

Durham are sending a Unit of 36 young people (who will be explorer scout age at the time of the event), 4 leaders and at least 5 IST to this event.

We have appointed a Unit Leader and will be announcing Deputy and Assistant Unit Leaders very shortly and then selecting unit youth members

If you would like to find out more and register to make sure you're one of the first to find out how to apply as a youth member visit

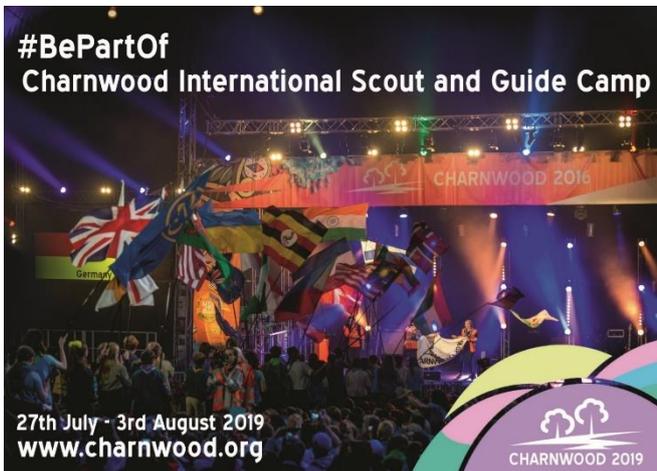
<https://www.durhamscouts.org.uk/events/european-jamboree-2020/>



Where Else Can We Go?

The update of International Opportunities is available at

<https://members.scouts.org.uk/supportresources/search/?cat=52,208f>



This covers some of the UK based jamborees as well as overseas events (e.g. see flyer for the Charnwood International Scout and Guide Camp above).

Also remember that each year, the Boy Scouts of America invite adults aged 18-30 to help with international summer camps in the USA – see <https://www.scouting.org/international/icamp/> for more details.

Events



Awards Day 2019

In the New Year we will open up nominations for the 2019 County Awards Day in September so please keep an eye open for an announcement that nominations are open.

The Christmas break would be a great time to pull together a list of the young people you need to nominate so that you can get them in the systems as soon as nominations open.

Confido 2018

Our last major event of the year was Confido, which had a 'beach' theme.

The Events Team did a brilliant job building a beach at Moor House, complete with sand, buckets and spades, flaming torches, a beach huts, surf boards, a beach fire, lights and music.

It was cold enough to keep the ices creams and lollies from thawing but despite the cold the atmosphere was great.

The weekend had all the usual activities and parties, but this year also saw the new Moor House zip wire in full use over both days and also some fantastic lip-synch battles between teams of our young people who were FANTASTIC..

As usual, you can see all photographs on the county Flickr account at

<https://www.flickr.com/photos/durhamscouts/albums/72157673970121248>



Towards 2019

This is of course a quieter time for the Events Team, with no events between Confido and Climb When Ready, but as you can see from the on-line County Calendar (see page 2), the dates for all 2019 county events are now available to support your programme planning.

Thanks to everyone – our fantastic Events Team, members of our other County SASUs and all of the section leaders – who have turned up and worked so hard to make our 2018 events some of the best ever.

You are all SUPERSTARS and our young people LOVE what you do.

Active Support

/activesupport

Victoria Pelling

ACC (Scout Active Support)
sasu@durhamscouts.org.uk

County SASUs Barbecue

In 2019, on the evening of **Saturday June 15th**, we'll be holding a County SASU barbecue to say thank you to everyone who supports the county – and their fellow volunteers – through their membership of a county Scout Active Support Unit.

If you're a member of any of the county SASUs (you'll need to make sure that your SASU role is recorded on Compass with an up-to-date email address) you'll receive more details in the late spring. The idea is to provide an opportunity for our hard working SASU members to relax, meet one another and socialise with some food and drink.

The full list of county SASUs is:

- Adventurous Activities Team
- Diversity and Inclusion Team
- Events Team
- First Aid Team
- Friends of Moor House
- Media / Digital Team
- Young Leader Team
- County Adult Recruitment Team

If you've thought about joining but haven't got around to it, you can always find out more details & sign up at

<https://www.durhamscouts.org.uk/about-us/county-active-support/>.

District and Group SASUs

Don't forget that if you think a Scout Active Support Unit would be a great way to provide support to your group or district and recognise the work of your supporters you can find out more about scout active support units at

<https://members.scouts.org.uk/supportresources/2797/introduction-to-scout-active-support/?cat=13&moduleID=10>

Also feel free to contact me for support and advice in setting up a group or district SASU.

Diversity and Inclusion



May James

ACC (Diversity & Inclusion)

diversity.inclusion

@durhamscouts.org.uk

We Are Recruiting!

Due to commitments to his final year at Durham University, Nat has decided to stand down from the role of ACC (Diversity and Inclusion).

Thanks to Nat to all the hard work and enthusiasm he brought to the role and we wish him well in his final year of studies.

That means that we're looking to recruit another ACC (Diversity and Inclusion) and you can find full details of the role at <https://www.durhamscouts.org.uk/about-us/lead-our-adventures/acc-diversity-and-inclusion/>

If you know someone – or you think that you are that someone – who has experience in any aspect of diversity and are passionate about making Scouting in Durham more inclusive, please do make a nomination or even apply for the role

We're also always looking to welcome new members to the Diversity and Inclusion Team.

If you have experience in any area of diversity and inclusion (additional needs, religious or spiritual, gender orientation, mental health, gender equality etc) and are willing to spend a little time sharing your experience with other volunteers so that we can make our organisation more diverse and welcoming, why not join the team?

For more details see

<https://www.durhamscouts.org.uk/about-us/county-active-support/diversity-and-inclusion-team/>

Diversity and Inclusion Workshop

We pleased to announce that we are planning a Diversity and Inclusion Workshop for the New Year which will look at all aspects of diversity and inclusion within Scouting. This event is designed specifically to help with the running and day-to-day success of your sections and groups.

Please put the date in your diaries, which is **April 13th 2019** (it's in the county calendar).

More details to follow, but two aspects we want to cover are best practices in making reasonable adjustments (what we can and should do, and also what we are not required to do) and how to support young people with Autism Spectrum Disorder (ASD). It's really going to be worth it, but numbers will be limited so keep your eyes peeled in January for more announcements.

Skills for Life Actions

Please don't forget your section / group actions under the "Skills for Life", specifically to use the Inclusivity RAG (Red, Amber, Green) checklist to see how inclusive your section and group are.

This will help you understand how genuinely open and inclusive your section is, and can help identify how to make your section even more welcoming to members with different abilities and from all backgrounds

You can download copies of the Inclusivity RAG Assessments for your Colony, Pack, Troop or Unit (shown below), or for your Group or District from <https://members.scouts.org.uk/supportresources/search/?cat=377,890>

<p>What is the gender make-up of the section?</p> <ul style="list-style-type: none"> ■ The section is all male ■ Around a quarter of the section is male ■ The section is usually gender balanced <p>You may want to also consider how welcoming your section would be if a young person did not identify as either male or female.</p>	<p>What is the ethnic make-up of the section?</p> <ul style="list-style-type: none"> ■ All of the youth members identify as the same ethnicity ■ A small number of youth members identify as a different ethnicity to the majority ■ For our area, we are representative of the ethnic mix of the community
<p>Are disabled young people represented in the section?</p> <ul style="list-style-type: none"> ■ We have never had a disabled young people in the section ■ We have disabled young people join the section recently ■ We proactively seek ways to recruit disabled young people to Scouting 	<p>What wording of the Promise is offered?</p> <ul style="list-style-type: none"> ■ All members are offered a single wording of the Promise ■ Youth members could opt to use any wording of the Promise if they wish/ ask us to ■ Youth members are supported to explore which wording of the Promise they wish to make
<p>How flexible are the costs for youth members?</p> <ul style="list-style-type: none"> ■ We have no provision in place for members from low income households to access activities ■ We have options to help members from low income households to access activities but it isn't public ■ Our options to reduce costs for low income households are public and easy to find 	<p>Is your meeting place accessible?</p> <ul style="list-style-type: none"> ■ We have never considered how accessible our meeting place is ■ We take actions to make our meeting place more accessible when problems are raised ■ We proactively consider how accessible our meeting place is regularly
<p>Do you make reasonable adjustments?</p> <ul style="list-style-type: none"> ■ We have never made a reasonable adjustment to support the full participation of a member ■ We take actions to make reasonable adjustments to support participation if parents/carers ask us to ■ We routinely meet with young people who are disabled or have other needs (faith, language, cultural etc) alongside their parents/carers to agree on reasonable adjustments, which are recorded and reviewed regularly <p>More information about reasonable adjustments is available at scouts.org.uk/diversity</p>	<p>Is your section open to all?</p> <ul style="list-style-type: none"> ■ We exclude or prioritise membership based on things like faith or gender ■ We accept any young person on a first come, first served basis ■ We consider whether the backgrounds of our young people reflect that of the local community, and take proactive steps to support underrepresented young people to join.
<p>Support for Lesbian, Gay, Bisexual and Trans* (LGBT) young people?</p> <ul style="list-style-type: none"> ■ We do nothing to ensure that if a young were LGBT, they felt comfortable being open about that in Scouting ■ If a young person came out as LGBT, our section would be supportive ■ We find appropriate ways to make sure that if a young person were LGBT, they would feel comfortable being open about it in Scouting 	

On-going Support

We have been continuing to offer support to members of all districts, which is going very well. We've been able to offer some really practical support which has allowed young people with additional needs to not only join and stay in Scouting, but to thrive in truly inclusive sections

If you have a question or need support on any aspect of diversity or inclusion, you can contact the Diversity and Inclusion Team on the email address above.

Also don't forget that there are some super resources on diversity and inclusion on the Scout Association website, under the heading "Scouting for All" (see <https://members.scouts.org.uk/supportresources/search/?cat=377>)

Safeguarding



Sheila Gibbon
Safeguarding Coordinator
safeguarding@durhamscouts.org.uk

(Note: Please use the above e-mail address for general safeguarding queries only.

Report all safeguarding issues or concerns direct to your District Commissioner, not to the above e-mail address).

Safeguarding Updates

A number of updates have been made to the safeguarding content on the county website, which is always a source of useful information on safeguarding and welfare related topics.

There are resources, reports, links to digital badges, updates on new technology and the internet, information on countering bullying and Safer Internet Day and copies of recent safeguarding newsletters and updates – there's are also the county guidelones on safeguarding training – in fact everything you need to keep our young people safe and run useful programmes.

Take a look at <https://www.durhamscouts.org.uk/for-members/safeguarding/> to find out more.

Safeguarding Training

Note that the next planned date for face-to-face safeguarding training is **Thursday 7th March, 7pm to 9.15 pm** at Moor House.

If your District would benefit from some more local face-to-face safeguarding training a specific course can be arranged, so please get in touch.

Yellow Cards

By the time you receive this copy of the Durham ePost, we are promised that the new Yellow Card will be in stock in the Scout Store (previously Scout Shops).



Why not check

<https://shop.scouts.org.uk/essentials/publications/small-young-people-first-yellow-card> for yourself?

Copies of the new yellow card will be sent out with the Spring copy of Scouting magazine, but we will also be taking steps to ensure that every adult in the county receives a copy in the New Year (see below).

Safeguarding and Safety Update

Durham is a safe place to Scout and we take the welfare and wellbeing of all of our members – young people and adults - seriously

To build on this, in the New Year we will be sending every group and district in the county new copies of the safeguarding yellow and orange cards (wehn available), as well as green 'alcohol guidelines', purple emergency cards and white safety cards.

We will be asking all DCs and GSLs to make sure that these are handed out to all adults and young leaders.

As part of a county wide safeguarding and safety initiative we will also be emailing all adults in the county to:

- Remind them to report any and all safeguarding and safety concerns
- Encourage them to 'speak out and say something' at the time if they see behaviours which are unsafe or inappropriate

Safety and Free-time

One area where we can do better with safety is in 'free-time' – especially with our older sections (cubs and especially scouts and explorer scouts).

'Free-time' is an important part of many camps and activities because it helps our young people to develop planning & decision making, team work and leadership skills – and have fun – but this doesn't mean that it is unsupervised or uncontrolled.

When allowing our young people to fill their own time we should always:

- Conduct a risk assessment of the area, looking for likely hazards and thinking about what temptations are around
- Provide guidance and rules relating to safety (e.g. what areas are 'out-of-bounds', what activities are not allowed, what time to return)
- Provide some suggestions as to what the young people might like to do, including safety hints and tips
- Think about how the young people can be remotely supervised (are they within sight? Do they have mobile phones?)
- Ensure that the young people know how to get in touch with us if they need to

For more useful information check out the '[Managing Free Time Activities Safely](#)' factsheet

Adult Training



Let's start with introductions.

As you will have read in the last issue of Durham ePost, I have been appointed as County Training Manager. For those of who don't know me, I've been involved in



Scouting as an adult since 1981 and have undertaken a variety of roles including Assistant Scout Leader, ADC (Development), District Commissioner and Local Training Manager, with others just to fill in the gaps. My wife, Angela is a Group and District Secretary and our daughter, Emma is an Assistant Brownie Leader.

I've been involved with county training for a number of years as a Trainer and Training Adviser and have been part of interim training teams when there hasn't been a CTM in post, so I already had a fair understanding of what was in place and needs to be done.

Like anybody taking on a new role I am still looking at the totality and working out the priorities, but there are some things that are key:

- Delivery of the 2019 programme of county delivered modules is already in hand. The majority of dates are on the county calendar and shortly we will have the booking page open so you can make progress. Some further dates will be made available as we finalise details.
- Manager and supporter training needs to be in. Whilst arranged on a regional basis, we have assured that there will be courses at Moor House and in March we will see all three courses delivered. Bookings are available now via our County website, but please talk with a Training Adviser (Managers and Supporters) regarding the payment for these courses.
- Managing the training community, which includes all Trainers, Training Advisers, Training Managers and Training Administrators. One of my first jobs is Appointment Reviews. It will take time (as there are a number outstanding).

There are many other elements to adult training in the county; some work is currently happening in the background and will show fruition in due course.

You may have some ideas about what you see as key. Please feel free to drop me an email – to training@durhamscouts.org.uk – as this will help form plans for the future.

Questions and Answers

We have around 1,600 adults in the County with formal roles, and thus a training commitment.

As a result of what can appear to be a complex system, there are many queries that can arise. The first port of call is a Training Adviser but if you have difficulties, please use the permanent email address, training@durhamscouts.org.uk.

The aim is to respond within seven days (but be patient if that is exceeded). There is no such thing as a silly question – if you don't know what training relates to your role, then please ask.

Some of the regular queries we get include:

- **I've changed role, do I need to do any training?**
 - That will depend on what your new role is – but there does need to be conversation with a Training Adviser.
- **I was told I have completed my Wood Badge but I've never seen it?**
 - We can check whether all the action has been taken.
- **I can't make the county dates; can I do the training in a neighbouring county?**
 - Yes, and we can help with the practicalities
- **Is it just Leaders who need to do GDPR Training by Christmas?**
 - No; everybody with a formal role (other than Occasional Helper or President/Vice-President) should complete this;
 - For established people this should be by 31st December 2018; for those appointed after 25th September 2018 – within five months of appointment



2019 Training Dates

Bookings aren't open just yet, but here are the 2019 Wood Badge training dates that have been scheduled so far.

We'll be adding dates as we confirm Trainers and we are also working on a residential option for later in 2019.

Date	Title	Module	Location
Tuesday 12 th February	Fundamental Values of Scouting	Module 5	Moor House
Saturday 16 th / Sunday 17 th February	Skills of Leadership	Manager and Supporter Training	Moor House
Sunday 3 rd March (09:30 – 12:00)	Promoting Positive behaviour	Module 15	1 st Fatfield HQ
Sunday 3 rd March (12:30 – 16:00)	Delivering a Quality Programme / Programme Planning	Module 12A / 12B	1 st Fatfield HQ
Saturday 16 th March	Achieving Growth	Manager and Supporter Training	Moor House
Sunday 17 th March	Meeting the Challenge	Manager and Supporter Training	Moor House
Monday 25 th March	Running safe Activities	Module 17	Moor House
Wednesday 1 st May	Working with Adults	Module 9	Moor House
Tuesday 14 th May	Skills of Leadership	Module 8	Moor House
Thursday 13 th June	Supporting Young People	Module 14	Moor House
Thursday 27 th June	Introduction to Residential Experiences	Module 16	Moor House
Saturday 7 th September	Meeting the Challenge	Manager and Supporter Training	Harrogate
Tuesday 24 th September	Administration	Module 11	Moor House
Saturday 5 th / Sunday 6 th October	Skills of Leadership	Manager and Supporter Training	Thornthwaite, near Harrogate
Wednesday 9 th October	International	Module 19	Moor House
Saturday 19 th October	Achieving Growth	Manager and Supporter Training	Harrogate
Sunday 20 th October (09:30 – 12:30)	Growing the Section	Module 13	2 nd Wheatly Hill HQ
Sunday 20 th October (13:00 – 16:00)	Scouting for All	Module 7	2 nd Wheatly Hill HQ
Saturday 9 th / Sunday 10 th November	Skills of Leadership	Manager and Supporter Training	Raywell Park, near Hull

Governance (Trustee) Support

Useful Information

If you're not sure how you should be managing your section, group or district bank accounts there's a useful leaflet '[Banking for Charities](#)' which you might want to take a look at.

Banking for charities



Information for people who manage the financial affairs of a charity or voluntary organisation



As it's a requirement to keep charity details up-to-date on the Charity Commission website another useful document is 'Keeping up to Date' (published November 2018) which is a Scout HQ document which tells you

exactly how to update your group or district details using the new Charity Commissioner update service.

November 2018



Keeping up to date

Guidance notes for updating the Charity Register of the Charity Commission for England and Wales

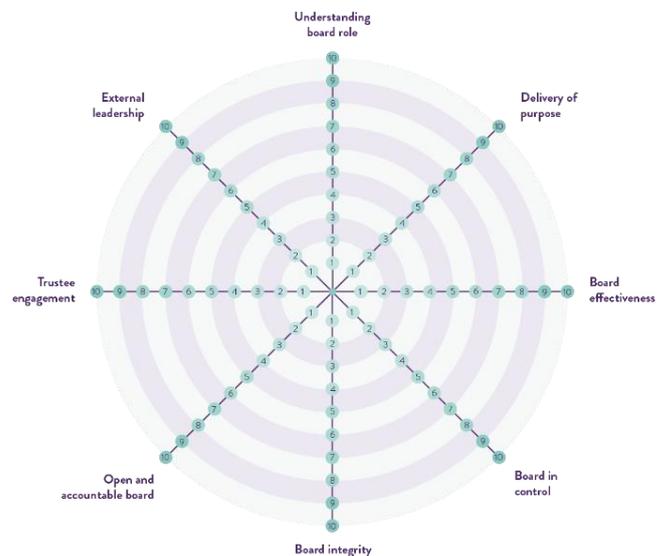
scouts.org.uk/join
#SkillsForLife



CHARITY COMMISSION
FOR ENGLAND AND WALES



NCVO have also published a simple '[Governance Wheel](#)' (based on their Charity Governance Code') to allow Charities to simply review how effective your Executive Committee is.



And finally for this time, the Civil Society have an interesting [blog about running effective 'Board Meetings'](#) – how well do your Executive Committee meetings measure up?

Remember that a lot of this information is provided via the Facebook 'Trustees in Scouting' Group (<https://www.facebook.com/groups/TrusteesInScouting/>) which you can join to get useful updates and information

Trustee Support Meeting

The next governance (trustee) support meeting is at 7pm on Thursday 18th April, at Moor House.

We'll be discussing the topic of data protection almost 12 months after GDPR went live and how your group and district can make sure you're complying with the new Data Protection Act.

We're also looking for other topics to discuss so please email chair@durhamscouts.org.uk with your ideas

Moor House Adventure Centre



MOOR HOUSE
ADVENTURE CENTRE

The 12 Deals of Christmas!

Rifle Shooting (60 min intro) 2 for €25			
Crossbow Shooting (60 min intro) 2 for €25	Archery (60 min intro) 2 for €25		
Survival Experience (3 hours) 2 for €59	Abseil & Zipwire Experience (90 minute) 2 for €49		
Climb & Archery Experience (90 minute) 2 for €39	Climb & Rifle Shooting (90 minute) 2 for €39	Transporter Bridge Abseil Experience €39	Family Camping 4 people €15
Tree Climbing & Archery Experience 2 for €39		Tree Climb & Rifle Shooting Experience 2 for €39	

For further information & bookings:
0191 584 1703
bookings@moor-house.org.uk




Christmas Deals

If you and your family have some time and are looking for something to do in the lead up to Christmas there are still a few days to take advantage of the Christmas deals at Moor House Adventure Centre.

There is special pricing available not only to Durham Scouts, but also to family and friends and it's a great opportunity to try something new.

If you'd like to find out more details contact the centre on the phone number or email address provided.



<http://moor-house.org.uk/>

info@moor-house.org.uk

(0191) 584 1703

Tented Village

Funded as part of the Youth Investment Fund project, we now have a tented village at Moor House Adventure Centre which you may have seen used as the setting for the 'beach' at this year's Confido.

The idea of the tented village is to allow new scout troops and explorer scout Units to camp, before they purchase their own camping equipment. Special low rates are available for Darlington and Sunderland scout troops and explorer scout units.

However, the tented village is also available for other districts, groups and sections to hire and could be ideal for a first night under canvas for beaver scouts, or a joint beaver/cub or cub/ scout camp.

If you're interested in using the tented village for one of your 2019 camps, contact Moor House using the booking contact details below.



'The Tented Village'

Put the 'comfy' into your camp!

- Exclusive Camping Area
- 8 Spacious 5 Person Bell Tents with Individual Lighting/Power Supplies
- Dining Shelter with Seating for 40 People
- Fully Equipped Field Kitchen with Gas/Electricity
- Tableware, Cookware and Cutlery all Included
- Perfect for your next Scout Camp!

Copyright The Scout Association 2018

'...and all of this can be booked as part of our amazing activity packages too!'

For further information:
0191 584 1703
bookings@moor-house.org.uk

