

Working together for the Team (Mutual Agreement and Review) 080

Overview

Some years ago the World Organisation of the Scout Movement (WOSM) developed an approach to help National Scout Organisations to recruit, motivate and retain adult volunteers so that they are able to support their youth members as they participate in an active and effective youth programme.

This approach is called 'Adults in Scouting', and in February 2013 Scouting Ireland officially adopted this approach.

A core element of this approach is that we put in place a 'Mutual Agreement' with each adult volunteer and that we 'Review' this with them regularly, at least once every year. This cycle is referred to as 'Mutual Agreement and Review'.

Adult volunteers in Scouting usually work in a team, and so most Mutual Agreements will be in a team context.

The Mutual Agreement will cover:

- The relevant job summary
- What goals the team will set itself in the period covered by the agreement
- What each individual agrees to contribute towards achieving the goals
- The way in which the team will work together
- What training and support each individual will need, as well as who will ensure they get it
- A date for the Review, usually one year after the date of the Mutual Agreement

Each Review may lead to:

- Renewal of commitment by the adult volunteer for a further period. In this case a fresh Mutual Agreement is set out for the current role.
- Reassignment to another role in Scouting Ireland. In this case a Mutual agreement for the new role is set out.
- Retirement, where the adult volunteer stops playing an active role in Scouting Ireland. Where this is the agreed option, the person conducting the Review should update the official records appropriately. They should also make appropriate arrangements to mark the completion of their period of service, some form of 'Thank You' or more formal recognition are usually in order.

Relevance to you

You should have a current Mutual Agreement with your County Commissioner and you should be invited to a Review with him/her at least once a year to consider how the job is going and what you are agreeing to for the future.

You should also put in place a Mutual Agreement and Review cycle for every adult volunteer in your Scout Group. You may ask Section Team Leads to perform the Mutual Agreement and Review with the members of their team but you must oversee that process and ensure that it is being done appropriately and in accordance with relevant Scouting Ireland policy and guidelines.

The process will enable you and your team to be clear on:

- Expectations, goals and commitments
- Specific support and training requirements and commitments

Useful documents and publications

Information Booklet - Working Together for the Team (Mutual Agreement and Review)

www.scouts.ie -> Adult Resources -> Mutual Agreement

SID 96.13 - Adults in Scouting Policy

Group Leader Handbook - 50 Training Adult Volunteers

Where to get help

The County Commissioner should be your first point of contact for any support which you might need, the Group Support Facilitator and the Provincial Support Officer may also be called upon for assistance.

You can contact Scouting Ireland's National Office on 01 495 6300 if you require any advice during normal office hours. You can also use the same number on Monday night's between 7pm and 9pm to contact a member of the National Adult Resources Committee.