



**Progress Against the Scout Association's  
Commitments to the Prevention of Future Deaths  
Report in Relation to the Death of Ben Leonard  
Quarterly Update No.2 (August-October 2024)**

November 2024

## Executive Summary

On 18 April 2024, we (The Scout Association) responded to the concerns raised by HM Coroner in the Prevention of Future Deaths (PFD) report issued following the inquest into the death of Ben Leonard. Within that response we set out 24 specific commitments with an undertaking to publicly update on our progress in all areas every quarter within the first year, and then annually within a new Safety Report from 2025 onwards. In addition, we commissioned a Fatal Accident Investigation and an internal Rapid Assurance exercise to assure ourselves of compliance with existing safety rules across the movement.

This report includes a comprehensive update against each of our PFD commitments, where completed or in progress. This Executive Summary highlights some of the key activity over the past three months.

### Review of Safety Policies and Practices

During this quarter we have continued to make good progress against our commitments, including having completed a substantive review of many of our safety policies and practices, through our external partner, the Royal Society for the Prevention of Accidents, RoSPA. This report and its recommendations are now being actively considered by our Safety Committee.

### Expansion of our Safety Team

We have also now increased the size of our Safety Team, including investing in management capability appointing a new Head of UK Safety Transformation, reporting to our new Interim Chief Operational Resilience Officer (this interim role is now being made permanent) who is responsible for both safety and ensuring we deliver against our PFD commitments. This additional capacity is an important enabler for the transformation of our approach to safety across the movement and to delivering against recommendations from RoSPA. The expanded team will also enable us to deliver against the recommendations we are anticipating from other reports we have commissioned, including those from the Fatal Accident Investigation.

### Safety training

Additional safety training for our entire volunteer base, including enhanced training for senior volunteers, has been developed with and assured by RoSPA (RoSPA Qualifications). This training is now ready to go live in line with the launch of our new digital tools for volunteers. This training takes into account learning from Ben's tragic death alongside external best practice.

### Support package for Greater Manchester East & Assurance

We have completed a comprehensive package of support specifically for Greater Manchester East, ensuring their full compliance with our rules, addressing any gaps in volunteer training and using this as a model to complete the first phase of a major assurance exercise (*Rapid Assurance*) across the entire movement. This work means we have a much better understanding of levels of compliance and have been able to provide support to those locations where evidencing this has been a challenge.

We are building a new Assurance function and have appointed a new Head of Assurance who will take up this role in the New Year and will build a new permanent Assurance function. This will provide us with the means of confirming local compliance with our policies, procedures and rules

and enable action to be taken on an on-going basis in the event of non-compliance/ local difficulties.

#### First aid

We continue to implement changes and improvements to our approach to first aid training, ensuring that every volunteer responsible for young people has a first aid qualification that is relevant to their role.

#### Permit review

Our permit scheme is how we ensure our volunteers have the right skills to be able to take young people on nights away and adventurous activities safely. We committed to conducting an independently led review of our permit scheme and in October we completed the tendering process for this work. This review will ensure that our scheme remains fit for purpose, enabling young people to undertake scouting safely, ensuring that it adheres to the highest possible standards and recommended best practice. We look forward to being able to make announcements about the provider working with us in our next quarterly report.

#### Governance

This solid progress has only been possible through the hard work and dedication of a large group of volunteers and staff. The work continues to be overseen by a dedicated sub-committee of our Board of Trustees, supported by our Safety Committee. At the start of this quarter governance arrangements were reviewed, considering the learnings from the first quarter, and changes made to improve efficiency and effectiveness of delivery across this incredibly important programme of work.

As per our commitment to update on progress, we will produce a further two quarterly updates in 2025 before moving to an annual Safety Report thereafter.

## Introduction

This is the second of our quarterly reports outlining progress in delivering against the commitments we made to HM Coroner in April 2024. Within this document we outline the progress we have made, the work that we have completed and the next set of commitments on which we are working. We have continued to deliver against our commitments through significant engagement with volunteers and staff across the Scout movement, working with external partners and experts and through the enhanced governance structures we outlined in our first quarter update. The governance structures have been refreshed in this second quarter, considering the learning we have gained from the first quarter.

In this reporting period (August to October 2024) there were nine commitments we planned to complete and a further four in progress. Since April we have delivered a total of ten of our commitments and are working on a further twelve. Where we have not yet fully delivered on a commitment or made changes to how we plan to deliver it we have outlined the reasons, together with a clear plan to ensure we deliver.

Our commitments included commissioning a series of external and independently led reviews, not only of the tragic circumstances of Ben's death, but our broader approach to safety across the Scout movement.

In addition to recommendations from the first phase of the Fatal Accident Investigation we are now also in receipt of recommendations from the Royal Society for the Prevention of Accidents (RoSPA) who have reviewed the majority of our safety policies, practice, and conducted a safety training needs analysis. We are also in the process of commissioning new work to independently review our Permit scheme to ensure that it remains fit for purpose and that those leading adventurous and nights away activity across the movement do so to the highest possible standards.

Recommendations from the reports we receive will continue to be scrutinised by our Safety Committee and actions agreed as part of our on-going commitment to deliver transformative change to safety across the Scout movement. To aid this transformation, by the end of this quarter we will have significantly increased the size of our Safety Team, including the appointment of a new Head of UK Safety Transformation to enable us to make meaningful change and improvements, taking a far more proactive and preventative approach to safety going forward.

In addition, we have learned from having undertaken a movement-wide self-assessment of safety in key areas (our Rapid Assurance project). This has provided valuable insights which are being fed into the development of our Assurance function. This new function will continually monitor local compliance with our existing rules and contribute to the on-going improvement of safety across the Scout movement.

As part of our on-going commitment to work closely with our regulator we continue to engage with the Charity Commission and have met with them on three separate occasions following the conclusion of the inquest. We have a further meeting planned for November 2024 and we continue to update them on progress and plans to deliver against our commitments.

### [Structure of this report](#)

This report is structured in the following way:

- Section 1: Commitments that we sought to complete in this quarter (August – October 2024).
- Section 2: Commitments which we commenced within the first six months (July – October 2024), including our approach to *Rapid Assurance*, our means of assessing the movements compliance with existing rules and practices.
- Section 3: Commitments which are due to start or conclude within the next quarter (November 2024 – January 2025)

Appendix A provides a summary of commitments delivered so far, including those that featured within our first quarter (May – July 2024) report.

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## Section 1: Commitments due from August to October (Q2)

Commitment	Date for completion	Status
Fatal Accident Investigation of the death of Ben Leonard.	July 2024- Phase 1 (investigation into Ben's death)	Phase 1- Complete
	August 2024- Phase 2 (investigation into key decisions after Ben's death)	Phase 2- In progress
<p><b>Details:</b> Following the completion of the first phase of the Fatal Accident Investigation, which took place in the last quarter, the independent panel are currently undertaking a second phase of work to review the key decisions made by The Scout Association directly following Ben's tragic death. Given the significant volume of evidence, the independent panel have requested additional time to consider this ahead of sharing their findings with us. We have agreed to this request and therefore this work on-going and should conclude within quarter 3.</p> <p>We accepted all findings from the first phase of the investigation and are continuing to implement the recommendations and learnings within the movement.</p>		

Commitment 4	Date for completion	Status
Working with our strategic partner, undertake a comprehensive independent review of our current safety practices with clear recommendations for action. To include: -The review of all existing and proposed safety training and seeking of external accreditation.	Initial review by October 2024	Complete
<p><b>Details:</b> Through quarter 1 and 2 we have worked closely with The Royal Society for the Prevention of Accidents (RoSPA) as an independent expert to deliver three key deliverables:</p> <ol style="list-style-type: none"> <li>1) A review of policies, procedures and safety practices within Scouts</li> <li>2) A Training Needs Analysis aligned to our volunteer roles and ways of working (informing further development of our ongoing safety training across the movement)</li> <li>3) The design and and RoSPA Qualifications course assurance of supplementary safety learning for all 145,000 volunteers (see commitment 12)</li> </ol> <p>RoSPA have concluded this package of work, and we are in receipt of their report and recommendations. The detailed recommendations are currently being reviewed by our Safety Committee and our Board of Trustees to inform our organisational response and the development of a second phase of the work. This furthers our on-going commitment to deliver transformative change to safety across the Scout movement.</p>		

RoSPA received what they described as a ‘high quality’ evidence base to inform their work, which included a ‘comprehensive range of governance and safety policies, operational guidance, training materials and tools relating to safety management around the activity programme.’

Our online safety training was described as ‘adequate’ however RoSPA recognised that the multi-year investment we are making in improving our volunteer experience ‘will have significant impact on The Scout Association’s risk management and compliance capabilities.’ RoSPA’s principal recommendations are outlined below. Following the review of their more detailed recommendations by our Safety Committee we will update on our progress as part of our Annual Safety Report in April 2025 (commitment 2).

RoSPA’s principal recommendations were:

- The Board, Executive and Leading Volunteers must agree upon the vision for safety in Scouting
- Volunteer roles, responsibilities and decision-making authority must be communicated using unambiguous terms and accessible language
- Greater visibility and analysis support should be given to developing a broader range of critical control measures
- Assessment methods and criteria require careful review in the next iteration of training design

Commitment 5	Date for completion	Status
Working with our strategic partner, undertake a yearly review and audit of all safety policies and processes at The Scouts, like the work already undertaken by the NSPCC on our safeguarding policies and procedures. For 2024, this review will form part of the comprehensive independent review by RoSPA above and be repeated annually.	Annually – first review September 2024	Complete  (noting exceptions in first year in details section below)

**Details:**

Commitment 4 relates to the first review of our safety policies and processes. This commitment (commitment 5) is then our on-going commitment to conduct this review on an annual basis.

As detailed in commitment 4, RoSPA have completed their independent review of Scouts policies, procedures and safety practices. RoSPA’s recommendations provide a framework for continued improvement which builds upon investment we have already made in improving our volunteer experience and the work we have undertaken in response to HM Coroner’s PFD Report to improve safety practices across the movement. Pending review by our Safety Committee, RoSPA’s recommendations will form part of the work being undertaken by the newly expanded Safety Team. We commit to publishing our progress on the delivery/implementation of these recommendations as part of our Annual Safety Report, the first of which is due in April 2025 (commitment 2).

RoSPA's report excludes some elements of our safety policies and practices, including those related to permitting where we are commissioning a separate review (see Commitment 24). Other elements of our safety practice excluded have been covered within our Rapid Assurance work. In 2025 our next annual safety report will provide a single, comprehensive review of all safety policies and processes.

<b>Commitment 12</b>	<b>Date for completion</b>	<b>Status</b>
Commission enhanced supplementary training and validation process for all 145,000 volunteers.	Training content available by November 2024 with target completion by all volunteers by July 2025.	In progress - on schedule

**Details:**

As captured within commitment 4, we have worked with RoSPA as independent experts to complete a Training Needs Analysis and develop additional safety learning for all 145,000 volunteers.

Our new safety training has been developed to comply with recognised standards for accessibility and inclusive learning design. It incorporates content covering; Risk Assessment, Dynamic Risk Assessment, Terrain definitions, First Aid Kits, adherence to Policy, Organisation & Rules (POR) and Permitting, within four new modules:

- Policy and Rules
- Assessing and Managing Risks
- Managing and Reporting Incidents
- Safety for Lead Volunteers (for District and County Lead Volunteers)

The training packages are now complete. They have undergone user testing and have been assured by RoSPA through their Training Academy. Final systems testing is underway ahead of launch on the Scouts' new Learning Management System (LMS) in November. Integration with our new LMS will both enhance the volunteer learning experience and enable effective monitoring of completion and ongoing compliance.

Allowing for a period of acclimatisation with the new system during December, Volunteers will be required to complete training by July 2025, allowing for a 6-month completion period from January 2025 to enable movement-wide uptake.

<b>Commitment 14</b>	<b>Stated date for completion</b>	<b>Status</b>
Create new automatic suspension powers for those involved in Critical Incidents or significant near misses.	May 2024 - Implementation	Complete
	October 2024 - Inclusion in our Policy, Organisation & Rules (POR)	Complete

**Details:**

New suspension powers for significant/critical incidents were implemented in May 2024 and formally updated in POR in October 2024 (available online in the 'Autumn 2024 edition'). This procedural change means that individuals involved in significant/critical incidents may be suspended from Scouting activities pending the outcome of any investigation.

<b>Commitment 15</b>	<b>Date for completion</b>	<b>Status</b>
Increase the capacity of the Safety Team immediately and propose a new permanent structure to introduce additional staff in the areas of safety and training support.	April to October 2024	Complete
<p><b>Details:</b></p> <p>We have created 8 new roles within our Safety Team including strengthening our management capacity with a new Head of UK Safety Transformation and creating a new interim Chief Operational Resilience Officer role who is overseeing our safety agenda alongside delivering against our PFD commitments, we are now converting this interim role into a permanent position. The Safety Team has now doubled in size which will enable us to devote more energy to proactive review and improvement of our safety practices. Recruitment to new roles was completed at the end of this quarter (September and October) and following a comprehensive induction process new team members will work with our Safety Committee in the coming months to begin to develop a new plan and strategic approach to safety across the movement, considering recommendations we are now beginning to receive from the various external reviews we have commissioned.</p>		

<b>Commitment 16</b>	<b>Date for completion</b>	<b>Status</b>
Create new additional mandatory safety training and support that is level/role specific and appropriate for our senior District and County/Area/Region volunteer levels.	July 2024 - Urgent inquest learning	Complete
	Training content available by November 2024 with target completion by all volunteers by July 2025.	In progress - on schedule
<p><b>Details:</b></p> <p>As part of our package of training related work with RoSPA (see commitment 12) we have developed additional learning which includes specific content for our County/Area/Region and District Lead Volunteers. This will be launched in November 2024 and require completion by July 2025 to allow for volunteer acclimatisation to the new system. It will also be built into the new mandatory learning for all new Team Leaders and Lead Volunteers at Scouts.</p>		

<b>Commitment 18</b>	<b>Date for completion</b>	<b>Status</b>
Ongoing support to ensure Greater Manchester East (GME) has the correct volunteers and support in place to deliver effective training.	September 2024	Complete

<p><b>Details:</b> A dedicated team of volunteer and staff colleagues worked collaboratively with Regional and Greater Manchester East (GME) Leadership volunteers to ensure the delivery of effective training and safe Scouting activities. The primary objectives were to:</p> <ol style="list-style-type: none"> <li>1. Establish current compliance with Scouts minimum standards for the provision of Training, Nights Away Activity and Permitted / Adventurous Activity across GME</li> <li>2. Reinforce Scouts minimum standards for the provision of Training, Nights Away Activity and Permitted / Adventurous Activity across GME</li> <li>3. Assess Linnet Clough Activity Centre compliance with sector and Scouts minimum standards via a Safety, Safeguarding and Adventurous Activity Audit</li> <li>4. Identify any non-adherence; implementing mitigations and outlining corrective actions to ensure compliance, captured within time-bound County and Activity Centre Action Plans</li> <li>5. Identify and deliver support across GME to build capacity, competency, and confidence to ensure the meeting of minimum standards</li> </ol> <p>A 32-point action plan was developed and successfully delivered over a 4-month period with all actions now completed and/ or incorporated into ongoing activity.</p>		

Commitment 19	Date for completion	Status
We will enhance our online training for volunteers to provide specific guidance on first aid kit suitability and terrain guidance.	September 2024	In progress- due to launch in November 2024
<p><b>Details:</b> As part of our package of training related work with RoSPA (see commitment 12 and 16) we have developed comprehensive additional learning for all volunteers, which includes specific content on first aid kit suitability and terrain guidance within our new 'Policy and Rules' and 'Risk Assessment Modules'. Integrated within our mandatory online Safety Training this will be launched on the new Learning Management System in November 2024 with completion required by July 2025. We are also launching additional detailed learning on Permits, First Aid Kits and Terrain Definitions available for everyone to ensure these areas are covered with updated and detailed learning</p> <p>Going forward we will report on the launch and implementation of all additional safety learning as one project incorporating commitments 12, 16 and 19.</p>		

Commitment 21	Stated date for completion	Status
Change our processes so volunteers who use a First Aid at Work certificate as the basis for their First Response accreditation must meet with a qualified trainer and	June 2024 - Process agreed	Complete
	August 2024 - Implementation	Complete

demonstrate practical skills face-to-face.		
<p><b>Details:</b>  A new process, designed and agreed in June, was launched on 1 August 2024, to ensure that anyone using a First Aid at Work certificate must:</p> <ul style="list-style-type: none"> <li>• Meet with a qualified first response trainer to demonstrate the practical application of child CPR and be able to discuss specific issues e.g. meningitis and sepsis</li> <li>• (Or) be required to provide evidence of externally validated content in the same areas.</li> </ul>		

<b>Commitment 22</b>	<b>Date for completion</b>	<b>Status</b>
Ask any volunteer who has already used a First Aid at Work certificate as the basis for their First Response accreditation to undertake a face-to face re-validation meeting with a qualified First Aid Trainer.	May- November 2024	In progress- on schedule
<p><b>Details:</b>  As outlined in our response to commitment 21, since 1 August 2024 no volunteer has been permitted to use an external First Aid course as the basis for their First Response Accreditation unless it has been converted and validated by a trainer.  We identified a potential of 41,858 volunteers who may have previously used a First Aid at work certificate as the basis for their First Response Accreditation. This cohort of volunteers have been contacted and asked to undertake a face-to-face revalidation meeting. To date 26,296 (62.8%) have been fully validated, a further 3,525 are partially complete and a remaining 12,032 are to be validated ahead of the 30 November deadline. Volunteers who have not had their qualification validated will no longer be allowed to act as First Aid cover from 30 November 2024.</p>		

<b>Commitment 23</b>	<b>Date for completion</b>	<b>Status</b>
County assurance process confirming that permits have been issued appropriately in line with our Policy, Organisation and Rules (POR).	August 2024 (ongoing as part of new Audit & Assurance process)	Closed- incorporated into Commitment 24 and Rapid Assurance
<p>As outlined in the Quarter 1 report, we have incorporated this commitment into both commitment 24 (the Independent Review of our Permitting Scheme) and our substantive Rapid Assurance project. Where the Rapid Assurance project, a movement-wide self-assessment of safety in key areas, has identified priority risks action has been taken within the original deadline. A review of POR has been undertaken by RoSPA as part of commitment 4 and is now being considered by our Safety Committee. The entire Permit Scheme will be reviewed as part of the Independent Review (commitment 24) as outlined below.</p>		

<b>Commitment 24</b>	<b>Date for completion</b>	<b>Status</b>
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Undertake a full independent led review of our Permit Scheme.	Original date - October 2024, revised to Spring 2025 (see below)	In progress
<p><b>Details:</b></p> <p>We conducted a process of consultative project scoping, during which we engaged with our volunteers and sector stakeholders. We then completed a competitive, open market procurement process and are in the process of finalising the appointment of an expert supplier to conduct the independent review of our Permit Scheme.</p> <p>The Permit Scheme is an internal qualification scheme designed to enable volunteers to safely deliver adventure and nights away activities. The full independent review will be conducted in two phases:</p> <p><b>Phase 1</b></p> <ul style="list-style-type: none"> <li>Review of the current scheme design and structure; assessing how it operates, the minimum competency requirements we have in place, our approach to assessing and authorising activities, engagement with external regulators and National Governing Bodies for Sport (see commitment 6 below).</li> </ul> <p><b>Phase 2</b></p> <ul style="list-style-type: none"> <li>Review of the effectiveness of the implementation of the scheme; our internal compliance with existing rules and requirements, critical assessment of the extent to which our current scheme is understood and effectively implemented through our federated structure of local Scouts.</li> </ul> <p>As part of our review of compliance with existing rules, we will incorporate learning from our ongoing Rapid Assurance work. This is assessing knowledge of and compliance with our existing Permit Scheme rules. By local sampling, within the Permit review, we will consider the extent to which the current scheme is fully understood and implemented at a local level.</p> <p>Given the iterative, two-phased approach to enable completion of an independent review, we anticipate the project will complete in spring 2025. Scouts Safety Committee will then consider and outline our response to recommendations made.</p>		

## Section 2: Commitments started within the first 6 months April - October (Q1-2)

(but due for later completion)

Commitment 6	Date for completion	Status
We will engage with National Governing Bodies (NGBs) and other relevant partner organisations to understand how they exercise external oversight and apply standards to their subject areas. We will use this research to develop an improved approach to external oversight in Scouting.	Initiated by June 2024	Initiation complete  <b>Closed-</b> Incorporated into Commitment 24
<p><b>Details:</b></p> <p>We have established relationships with a broad range of NGBs and sector partners, and we are recording our engagement with them. As we scoped and developed the project to explore approaches to sector standard setting and external oversight, clear parallels emerged with our commitment to commission a review of Scouts Permit Scheme (commitment 24). We also identified and prioritised the need to source expert, independent leadership of this complex work which requires a broad range of subject matter expertise. A review of NGB approaches and engagement has therefore been included as a core component of the Independent Permit Scheme Review and is now incorporated within this stream of work. Future progress reporting will reflect this.</p>		

Commitment 7	Date for completion	Status
Introduce a new internal assurance function consisting of staff and volunteers, to monitor and audit at local level all our 8,000 charities and provide reporting nationally to the Board.	April to November 2024	In progress, on schedule
<p><b>Details:</b></p> <p>We have a dedicated strategic programme of work focused on building an Assurance Framework, recruiting an Assurance Team, and applying the Assurance Framework to our federated structure. Progress includes:</p> <ul style="list-style-type: none"> <li>• The production of a set of Safe Scouting Standards, identifying and clarifying the key controls Scouts needs to assure locally. This piece of work is now in the final stages of completion, ready for testing and launch in 2025.</li> <li>• The development of a model for implementing our Assurance Framework locally. This sets out who, how and when assurance will take place at Group, District and</li> </ul>		

County/Area/Region levels. This piece of work is in draft stage and is now being consulted on with a view to completion by the end of December 2024.

- The recruitment of a new HQ Assurance function. We have recruited a Head of Assurance. They will continue to build the team and its capabilities throughout 2024 and 2025, building on the progress and learning made through our Rapid Assurance project.

Commitment	Stated date for completion	Status
Rapid Assurance	n/a	In Progress

**Details:**

While this was not included within our response to the PFD Report, the Board of Trustees agreed it was vital that we could provide assurances now that local Scouting are delivering safe activities to young people. Over the past 6 months we have undertaken substantial engagement with volunteers across the Scout movement to assess and increase compliance across 5 core areas:

- 1) Nights Away
- 2) Training
- 3) Safety
- 4) Visits Abroad
- 5) Adventurous Activities

Five technical teams, consisting of volunteer and employee subject matter experts, were established to lead the process which has incorporated:

- Completion of self-assessed compliance questionnaires across the 5 control areas. A total of 7470 questions were asked and responded to across 89 Scout Counties (or equivalent for the different geographic areas in Scotland, Wales and Northern Ireland)
- Categorisation of compliance prioritised into high, medium and low groupings (P1,2,3)
- Bespoke support provided across Counties/Areas/Regions to increase compliance and mitigate any identified risks
- Completion of P1 closure meetings

Currently ‘dip sampling’ is being undertaken to validate compliance evidence provided and identify areas of learning and best practice for wider sharing. Nine of thirteen locations selected for this sampling have now been completed with positive results. Work is ongoing to close Medium and Low (P2, P3) actions with project completion scheduled for February 2025.

Learnings, both in terms of the process used and the outcomes from our Rapid Assurance work is being captured and will inform the introduction of Scouts new Internal Assurance Function (see commitment 7 above).

### Section 3: Commitments due from November 2024 - January 2025 (Q3)

PFD Commitment No.	Commitment	Due date	Status
PFD response 7	Introduce a new internal assurance function consisting of staff and volunteers, to monitor and audit at local level all our 8,000 charities and provide reporting nationally to the Board.	Completion: November 2024	In progress
PFD response 8	Introduce the new Adult Membership System and associated improvements to managing safety compliance.	Completion: December 2024	In progress
PFD response 9	<p>Introduce a new Critical Incident &amp; Investigation Policy, that includes</p> <ul style="list-style-type: none"> <li>• Fatal Accident investigation</li> <li>• Automatic neutral suspensions</li> <li>• Viewing incidents through the safeguarding framework</li> </ul> <p>Note: as detailed in Commitment 14, new suspension powers for significant/critical incidents were implemented in May 2024 and formally updated in Autumn 2024 edition of POR in October 2024.</p>	<p>Completion: Phase 1 July 2024</p> <p><b>Phase 2 January 2025</b></p>	In progress
PFD response 10	Develop training packages to support our new approach to Critical Incidents.	<p>Completion: Phase 1 July 2024</p> <p><b>Phase 2 January 2025</b></p>	In progress
PFD response 11	<p>Conduct a yearly Critical Incident scenario exercise (independently reviewed and assessed).</p> <p>Note: the delivery of an independently reviewed and assessed critical incident scenario exercise will be informed by the new Policy and accompanying training. We will provide an update on the timeline for delivery within our next Progress Report.</p>	Completion: December 2024	Yet to start
PFD response 13	Introduce new Learning Management System to improve management and oversight of safety training.	Completion: December 2024	In progress

PFD response 22	Ask any volunteer who has already used a First Aid at Work certificate as the basis for their First Response accreditation to undertake a face-to-face re-validation meeting with a qualified First Aid Trainer.	Completion: May 2024- November 2024	In progress
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**A further update will be provided in January 2025 outlining continued progress on all actions listed within this report.**

## Appendix A: Summary of Commitments Status to Date (April – October Q1 – 2)

<b>Commitments Completed to date</b>	10
<b>Commitments In Progress as at October 2024</b>	12 (including commitment 6 & 23, merged into commitment 24)
<b>Commitments Yet to Start</b>	2
<b>Total Commitments</b>	24

### Completed commitments

#	Commitment	Stated date for completion	Status
1	Develop and adopt a new Duty of Candour Policy which will be published by July 2024.	July 2024	Complete
3	Commission a new strategic partnership with a nationally recognised organisation that is a leader in safety to review our current safety practices, and act as a third-party reviewer.	May 2024	Complete
4	Working with our strategic partner, undertake a comprehensive independent review of our current safety practices with clear recommendations for action. To include: -The review of all existing and proposed safety training and seeking of external accreditation.	October	Complete
5	Working with our strategic partner, undertake a yearly review and audit of all safety policies and processes at The Scouts, like the work already undertaken by the NSPCC on our safeguarding policies and procedures. For 2024, this review will form part of the comprehensive independent review by RoSPA above and be repeated annually.	September	Complete
14	Create new automatic suspension powers for those involved in Critical Incidents or significant near misses.	May-Oct 2024	Complete
15	Increase the capacity of the safety team immediately and propose a new permanent structure to introduce additional staff in the areas of safety and training support.	October 2024	Complete
17	The Board of Trustees will receive the first of regular reports on safety suspension data alongside heat maps of UK-wide compliance data relating to training completion, safety and safeguarding suspensions and complaints.	July 2024	Complete

18	Ongoing support to ensure Greater Manchester East has the correct volunteers and support in place to deliver effective training.	September 2024	Complete
20	Ensure that the reviewing of first aid kit guidance & contents is part of the annual review cycle for The First Aid Working Group.	May 2024	Complete
21	Change our processes so volunteers who use a First Aid at Work certificate as the basis for their First Response accreditation must meet with a qualified trainer and demonstrate practical skills face-to-face.	June-August 2024	Complete
	Commission and conduct a Fatal Accident Investigation of the death of Ben Leonard	July 2024	Investigation Commissioned, second report pending