**Are you Recruitment Ready?**

Review the following statements, or discuss them with your team.

* How are you and your team(s) already achieving these success statements?
* What more would you like to do?
* Which areas are the biggest priority? (Score ‘red, amber, green’)

For suggestions on resources to support each area, head to www.scouts.org.uk/volunteers/growing-scouts/

|  |  |  |  |
| --- | --- | --- | --- |
|  | | | |
| **ATTRACTING VOLUNTEERS – success statements** | **What we’re already doing well?** | **What more could we do?** | **Priority level?** |
| **We’re ready to share widely the benefits of joining Scouts and how volunteers can get involved:** |  |  |  |
| * We’ve got a great offer for volunteers, we know the skills we’re looking for, and how people can join us in a range of ways |  |  |  |
| * We use our tried and tested routes, including parents, carers and families; and we’re exploring new ideas to connect with more young leaders, people new to Scouts, or parts of our community not currently involved |  |  |  |
| * We’ve got up to date resources to help spread the word face to face, online and in our local community |  |  |  |
| * Taking actions to recruit and support new volunteers is a regular task (not something we only do when we feel we need more…) |  |  |  |
| * [Add other areas relevant to you] |  |  |  |
|  | | | |
| **WELCOMING VOLUNTEERS – success statements** | **What we’re already doing well** | **What more could we do?** | **Priority level?** |
| **We offer a warm welcome, wherever volunteers join** |  |  |  |
| * We respond promptly and positively to everyone who gets in touch about volunteering, whether face to face or online. We say thank you and make people feel valued from the very start |  |  |  |
| * We think carefully about the physical and digital spaces where we meet, and how we can make sure we are visible, accessible and welcoming to all |  |  |  |
| * We have great first conversations with new volunteers – finding out about them and being clear about what to expect |  |  |  |
| * We support volunteers to try out activities before they commit. This could include more than one task or role, more than one section or group, connecting up with volunteers in a similar role, or taking part in a Four Week / Four Step Challenge |  |  |  |
| * We introduce volunteers to the wider world of Scouts |  |  |  |
| * [Add other areas relevant to you] |  |  |  |
|  | | | |
| **SUPPORTING VOLUNTEERS – success statements** | **What we’re already doing well** | **What more could we do?** | **Priority level?** |
| **We support new volunteers to feel valued and part of the team** |  |  |  |
| * We get volunteers started with fun and manageable tasks from day one |  |  |  |
| * We link new volunteers with a buddy while they settle in and make sure they’re able to contact other key volunteers who’ll support them |  |  |  |
| * We ask volunteers how it’s going, agree regular check ins and pick up on problems early |  |  |  |
| * Where needed, we adapt a volunteer’s activities |  |  |  |
| * We keep saying a meaningful thank you throughout |  |  |  |
| * [Add other areas relevant to you] |  |  |  |
|  | | | |