

Notes from Enfield District Group Scout Leaders' Meeting, 22nd February 2016 at 10th Ed HQ

Present: Paul Symons (DC), Jack Caine (CC), Russ Dyble (County development manager), Mike Thurston (DESC), Lee Staunton (2nd), Janet Owen (3rd), John Rognaldsen (4th), Beryl Davis (8th), Andy Gill (10th), Jackie Wheeler (10th Ed), Jas Chadha (12th), Linda Marchant (18th), Jim Bailey (19th), Nancy Azevado (20th Ed), Darren Leonard (23rd), Roger Gleave (24th Ed), Margaret Boothby (28th), Corinne Dowsett (28th & LTM), Grant Murray (Appointments sec), Janette Earney (Minutes sec)

	Item	Detail	Action
1	Welcome	Jas Chadha opened and chaired the meeting, which began at 8:06pm	
2	Apologies for absence	Jason Persaud (5 th), Colin Ayres (20 th), Peter Jones (29 th)	
3	Minutes of the last meeting	Approved	
4	Matters Arising	<ul style="list-style-type: none"> • Compass – Access for LTMs happened today. GSLs should be able to access it soon. Everyone else in due course. • Bag packing– Paul said we were slightly misinformed. The bag packing scheme with permits does not yet seem to be a compulsory legal requirement. But it is coming. Check current legislation with the local council next time you bag pack. • Gift Aid – You can claim on subs and donations from a named source, but not from 'chuck it in a bucket' donations • The Band – Please encourage people to join. Their numbers are now up to 8 or 9. Some are bringing their own instrument – trumpet, clarinet etc. More fun has been included into the meetings, and a camp is coming up. All adult leaders have done module 1. • Feedback of GSLs on what you want from your meetings – current format favoured. Jack recommends sharing of ideas and good practice. Paul recommends 10-15 mins slot each time of something to tick the 'ongoing learning' box – e.g. suggested topics:- data protection, social media, growing your group, marketing, safeguarding and the wider implications, exec training, inclusivity. Jackie has safeguarding contacts who might be of use. Suggestions were also made for behaviour management, and for special needs training. 	Action all: please put forward your suggestions for future agenda items
5	Health & Safety, & Safeguarding	<ul style="list-style-type: none"> • 10th Enfield – minor incident, Cubs. All reported. • 23rd Enfield – cut foot at Scouts. Happened before the meeting began – the leaders were not made aware of it by the scout. Parent phoned in afterwards – 4 stitches. 	Paul asks that leaders always copy him in.
6	CC Jack Caine – the county team	<ul style="list-style-type: none"> • Enfield as seen from the outside – the overall picture is seen as very good. Jagz, Jack Abrey, Young Managers, You Shape, and a large number of Young Leaders • Encouraging the CC Award – please nominate people in recognition of their efforts. Enfield have awarded more of these than any other GLN district. • County team is coming together – we can start to support you, and to help share good practice around the county. • County direction – previously, management of districts has not been good. Now have a functioning exec which helps but doesn't hinder. Making sure we can support you with a high quality programme. Going forward, Jack has asked Paul to look at Governance, building Network, and ensuring that support is offered to all. GSLs to be seen and reviewed annually. District to support and visit groups. County are a work in progress. Feel free to contact Jack direct to ask for help or make suggestions. • County cub camp – concern raised that information on this has been spasmodic. Jack said he will feed that back, to ensure info is sent out 	Jack to chase distribution of County cub camp info

		<ul style="list-style-type: none"> • Concern raised about Exec posts being the hardest to fill. – Jack and Russ covered some points about how to pitch the need for training as ‘valuable support which helps the individual to do better in their role’, rather than as a necessary evil which is just there to tick boxes! Ensure you tell parents with the very first phone call that the expectation is that they will help in some way. Meanwhile, Jack says that County are aware that they need to run courses which are not only useful and effective, but a valuable use of people’s precious time. A massive amount of work is currently going on to plan training sessions for a year in advance, so that Leaders can plan around them. • Retaining adults – concern raised by a GSL that due to the fact we are a voluntary organization, not corporate, it is becoming increasingly difficult to retain people as the various roles become more demanding. Russ feels we could solve this by reducing the number of groups in the county whilst sharing execs and support roles between them. He said that there are currently 81 groups in the County, amounting to far too many individual charities. One exec committee could perhaps cover 4 or 5 groups, with certain roles, such as book keeper, being paid positions. He said that delivery on the ground suffers if we spread our volunteers too thinly. 	
7	The DC’s Spot	<ul style="list-style-type: none"> • *St Georges Day – meeting due tomorrow night (23rd Feb). No comments regarding this were put forward. • Young Leaders and subs – Mike needs money in ASAP. Dealing with bigger numbers this time for capitation. • We are encouraging District Teams to go out and support you. Still looking for ADCs for Beavers and Scouts, and a District Treasurer. • Mark Dowsett is looking for Security Industry Authority (SIA) trained people, because if the Fireworks goes ahead, we will need their help with stewarding. Any volunteers out there, please? (Stewards at football clubs, for instance). • County Co-ordinator – Barbara Garner is taking over this role. Forms are still processed by Sally. Jack Petchey awards have gone up to £250. Sadly, we lost out on 8 of these in last year’s allocation due to lack of applicants. Please put your young people forward. NB Keep the receipts for the activities they said they would do with the award money and schedule the activity really soon afterwards. This is now being checked upon by the Petchey foundation. And please tell the kids why they have won them! • Appointment reviews – Alan Garner is doing some work for the DC on these. He will contact GSLs with names of people who are coming up for review and you can decide how to handle it. • If there is anyone in your group who doesn’t have an email address on Compass, please get them to agree and pass it on. • Appointments and DBS – ensure all Leaders have an up to date DBS by initiating the disclosure before 31st March. Grant sends out email alerts to the GSLs – it is up to you to act on these to ensure that appointments are not cancelled. If people are playing fair, Paul will make sure that people aren’t suspended. A concern was raised that some of the GSLs are not getting this info in time. Another GSL questioned why they couldn’t be automatically renewed – but data protection means that applicant’s personal data from the forms is not retained. Jack admitted that DBS is a flawed system, as any incidents since the last disclosure are not automatically flagged up. • If anyone has any problems with emails bouncing let the DC know. 	Action all: check your spam folders regularly.

8	District Strategy	<p>See sheet supplied at meeting. The main headings were discussed and info was shared:</p> <p>Growth –</p> <ul style="list-style-type: none"> • 3rd Enfield now has a Cubs waiting list for the first time ever! • Russ shared some info: <ul style="list-style-type: none"> - There are loads of enquiries in the North of Enfield. - It is often easier to find leaders to run a new section than to fit in with an existing group of people - 28th have asked Russ to help with Beaver recruitm/t • 23rd just lost a Beaver leader. Need another, at which time they can increase their numbers from 20 to 30 • 24th Ed are struggling to find numbers • 20th Ed numbers of kids ok. Struggling to recruit leaders. Russ said nearby in Tottenham they have similar problems <p>Inclusivity</p> <ul style="list-style-type: none"> • 28th have broken into the Turkish community. Good practical support from parents, although none ready to become leaders • Russ said always remember to give your parent helpers a clear role so that they feel involved and are not standing around <p>Youth shaped</p> <ul style="list-style-type: none"> • Darren said You Shaped clashed with exam season and there was no thank you from Gilwell to the kids for their involvement. <p>Community impact</p> <ul style="list-style-type: none"> • 4th – Visited a residential home at Christmas • Russ asked if you have asked your scouts what community projects they would like to explore or support? He has found that Mental Health and Alzheimers are popular areas. 	<p>This is a fluid document. Have a good look through at leisure, and please feed back next time about any changes you would like to see. Action: ALL</p> <p>Jack will feed this back</p>
9	Overview of the GSL's role between district team/exec and DC	<ul style="list-style-type: none"> • Jas asked everyone at the meeting to read copies of a document from a previous GSLs seminar, regarding the key points for DC / GSL partnerships. Russ confirmed that the contents were put out by the RDS. • The GSLs requested an explanation on how the hierarchy works within Enfield district. They don't want to be treated like employees – they want to feel that they are part of a team that collectively has some influence within the district on the major decisions. They asked if their views carry any weight? • Jack pointed out that Enfield GSLs are fortunate to have a unique set up, where they chair their own meetings. This doesn't happen in other districts. GSLs do not collectively have a representative on the Dist Exec, but individuals can choose to stand for the Exec. • Paul said he meets every month with the ADCs, chair, DESC. The District Exec meets every other month. Team seminars are being scheduled, once a term, for the wider team including district leaders. There is no such thing as a District management team. • Following on from this, and at the request of the GSLs, an explanation was given by Paul and Jack about events leading up to the recent ending of PD's DDC appointment. A discussion followed. Concerns were raised by the GSLs on how the situation had been managed, feeling that it had caused upset across the District and created a negative climate. • Jack felt it important for the GSLs to use their meeting as a forum for frank discussion, and not to be afraid of Paul, nor to keep quiet within their meetings but then complain outside of them. He urged everyone to use these meetings as a means of communicating clearly and openly in order to find ways to work together as a team and move forwards. • Both Paul and Jack are happy to speak privately with individuals about their concerns, as they realize that not everyone feels able to speak up in a group. They said to make use of DC drop-ins – they are a valuable resource, and some individuals might find them cathartic. Paul said that if a GSL comes to him with an idea, then he will happily put it forward as something for all to consider. 	<p>Action: All GSLs</p> <p>– GSLs to come forward with any further suggestions or requests. See North Circular and the weekly Bulletin for relevant dates</p>

		<ul style="list-style-type: none"> • NA raised a personal issue – to be discussed with Paul outside of the meeting • Concerns were raised about the filling of the ADC roles in the current climate. Russ said that these positions are always hard to fill, because it would be wrong to move a good leader at the expense of a section • Query raised about why exec minutes are no longer distributed by email. Paul explained they can be accessed via the website • A general concern was raised by the GSLs that all the signs are that Scouting is becoming too corporate in format, and that Gilwell are forgetting that people are volunteers, for whom loyalties and friendships play a large part. They were concerned that the fun is being knocked out of scouting • Jack explained that the whole structure of scouting is indeed being changed from above, and that County intend to meet with DCs more often to support them through this period of change. He thinks it would be a good idea for County to run some sessions to support GSLs also. He hopes to put a framework in place which will eventually improve things for everyone, at all levels • Jas reminded everyone that the most important thing is the kids He was concerned that we have begun to lose focus – not just as a District, but from above. 	<p>– Paul to chase that all minutes are uploaded to the website</p> <p>Action: Jack & team to support</p>
10	Appointment of Leaders within Groups	<ul style="list-style-type: none"> • No additional points raised after above discussion 	
11	St George's Day	<ul style="list-style-type: none"> • *See above, point 7. Meeting scheduled for tomorrow. 	
12	Training	<ul style="list-style-type: none"> • Staying Safe checklist leaflets handed out by Corinne. One is for use by Exec, the other for use by Managers • Hopefully a session will be set up at Tristram Drive to explain Compass • Request made for a First Aid course in Enfield soon • Vote of thanks by the CC for all Corinne's hard work with record-keeping during the lengthy period without Compass 	
13	A.O.B.	<ul style="list-style-type: none"> • Margaret will be standing down and retiring as joint GSL of 28th from the end of April, for health reasons. Corinne will continue in the role alone. • 10th Enf would like a bill or receipt for Capitation • 19th would like clarification/support on the increase in capitation 	<p>– Action: Paul to ask Treasurer</p> <p>– Action: Russ to advise</p>
14	Date/venue/chair	<ul style="list-style-type: none"> • Apr 25th at 28th Enfield HQ Alma Road • Margaret will be chair. 	<p>Please send any agenda items or apologies etc. to GSLadmin@enfieldscouts.org</p>

Meeting ended at 10:58 pm