

INFORMATION EXCHANGE

Presented by the Adult Resources Service
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MUTUAL AGREEMENT

The following article has been submitted by
Kirsty M Brown, Member of WARC. This article
may start your Association thinking !

A Reflection of Mutual Obligations

In accordance with the Adult Resources Policy, a formal agreement – the “Mutual Agreement” – is established between the Association and a new leader at the time of entry. The Mutual Agreement defines the relationship between the parties and recognises that both parties are accepting certain responsibilities.

The Mutual Agreement consists of a completed application for appointment, and a signed document setting out the rights and responsibilities of both parties.

After the completion of suitability checks, the Mutual Agreement leads to appointment and membership of the Association.

Matters Covered in the Mutual Agreement

The Mutual Agreement will cover all important matters which relate to the applicant's acceptance as an Adult in Scouting. In addition to a completed and approved application for appointment, the Mutual Agreement will include the Association's commitment and the commitment of a new adult.

Mutual Agreement - Association's Commitment

The Association will provide:

- a defined organisational framework in which to operate, characterised by equity and fairness with a right to be heard
- a personal development programme which recognises existing skills and leads to enhanced personal and functional competencies
- consideration of individual needs in appointment

- a variety of leadership roles in a team environment
- the opportunity to contribute to the personal development of young people
- opportunities for community service
- appreciation and recognition of individual contribution
- opportunities to participate in international activities
- advice and access to programmes and materials to carry out the task
- Public Liability Insurance for actions consistent with the policies of the Association
- opportunities for friendship and fellowship
- opportunities to participate in a wide range of activities

Mutual Agreement – Commitment of the Adult

An adult who takes a position in the Association will:

- live by the Scout Promise and Law and accept the Code of Conduct for Adults in Scouting
- work to achieve the Aim, Principles and Method of the Association
- adhere to the Policy and Rules of the Association
- represent and promote the Scout Movement to the community
- be a role model to youth members and to adults
- accept the responsibility of working with young people (including duty of care, treating with respect, etc)
- accept the authority of the Association
- actively participate in the personal development process of the Association
- acknowledge teamwork as a basic of Scouting, requiring active co-operation with others and respect for their views and values

Processing of the Mutual Agreement

The Mutual Agreement is discussed between the adult and the Personnel Committee at the time of initial interview. The document is signed by the responsible Commissioner and the applicant. Note, however, that it does not come into effect until suitability checks have been completed.

Two copies are signed. One is retained by the applicant, while the other is forwarded to the District Commissioner for suitable action and retention.

Personal Leader Adviser

Each new leader recruited is to be assigned a PA (Personal Adviser), by the designated District team member, to be a “mentor” or “buddy” or adviser. The Personal Adviser is the person who assists in the induction process, ensures that the new leader applies for and completes training programmes, and gives friendship and encouragement – a “shoulder to lean on”, if required.

Personnel Committee members need to know that a Personal Adviser will be assigned.

Briefly, the functions of the Personal Adviser are:

- to promote leadership, motivation and loyalty to the Scout Movement as a whole
- to encourage belief in the development of all Adults in Scouting and the completion of the accepted standard of effective leadership in the Association
- to encourage all leaders to progress through the full training scheme provided by the Association
- to be responsible for, or assist with, the assessment of leaders in achieving and maintaining the standards of the Association
- to organise leaders to undertake the formal training specified

(continue overleaf)

- to maintain liaison with leaders attending formal training programs and to support continuity.

The Personal Adviser's role is to assist individual leaders to assess their own particular needs, to ensure that the need is identified and steps taken to meet that need.

The Personal Adviser is a facilitator, who must be familiar with all aspects of the leader's role. The role of the Personal Adviser is vital in the leader support system of the Movement.

Therefore, a Personal Adviser needs to:

- have a positive maturity
- have honest self-awareness and sensitivity
- be aware of her/his own skills, needs, and effect on others
- have the ability to adjust when necessary
- be able to help, without appearing to be a "know-all"
- show patience and understanding when a leader stumbles over some difficulty or returns to a situation already dealt with
- be prepared to deal with a leader's frustration or even hostility, if a project does not go as well as expected or if external factors hinder progress.

Personal Advisers are appointed for a term of three years (renewable).

Initial Competency Check

As part of the selection process, in the Adults in Scouting strategy, an Initial Competency Check is required for each new potential appointment. This is carried out by the Personal Adviser, who signs that the required Training Plan has been agreed with the new or re-assigned leader.

An Initial Competency Checklist needs to be applied to make sure that the new leader:

- demonstrates basic organisational skills
- is committed to the Principles of Scouting
- can discuss and identify youth issues
- demonstrates empathy for and communicates with young people
- shows self confidence and maturity
- can supervise individuals or a group and manage activities

- can manage youth behaviour in the particular age range
- demonstrates confidence in running games, activities and section meetings
- is known to ALL parents.

The Personal Adviser is further expected to recommend to the Personnel Committee that the Mutual Agreement between the adult and the Association be endorsed, subject to the following conditions:

- the leader *is / is not* authorised to take sole charge of a section or lead an outdoor activity
- the leader agrees to *complete* the Basic Level Training within a period of *six months*, and
- to *complete* Advanced Level Training within a period of *two years* and
- to complete *one Elective* (training/ learning) *Unit annually*. This is intended to encourage on-going personal development.

NEWS FROM THE EUROPEAN SCOUT REGION

Submitted by Kjeld Jespersen, Director of Adult Resources, European Regional Office

The European Scout Region has now established a regional structure to support the implementation of Adults in Scouting.

The European Scout Committee decided at its meeting in June to establish five sub-committees (or working groups) of the European Scout Committee. These are: youth policies working group; youth programme working group; adult resources working group; communications working group and a finance sub-committee.

The adult resources working group is chaired by Thérèse Bermingham from the European Scout Committee. The members of the group are: Jean-Christophe Caner-Chabran, Les Scouts de France; Damian O'Connor, Scouting Ireland - CSI; Thomas Rehak, Junak, Czech Rep.; Ivo Stajdohar, Zveza Tabornikov Slovenije; supported by Kjeld Jespersen, European Scout Office.

The working group had its first meeting in September, where the first very important session was to clarify the expectations from the European Scout

Committee to the members of the working group for the triennium. After having done so a mutual agreement was established between each member of the team and the European Scout Committee.

The two main points at the meeting were the Forum on youth programme and adult resources to be held in May '99 in Malta and how to assist the implementation of Adults in Scouting in the Scout associations in Europe.

For the Forum on youth programme and adult resources the working group has put together a programme which allows participants to explore the different aspects of Adults in Scouting. There will be a considerable amount of time devoted to work on individual and group projects, which can benefit the associations directly upon return from the Forum. For the less experienced participants there will be presentations of the Adult Resources Policy and for the more experienced there will be the opportunity to share with other participants the implementation of certain aspects of Adults in Scouting.

The invitation will be sent to all the European Scout associations in December.

The Forum will be the main activity for the working group on adult resources for '99. However, there are also planned two sub-regional events, one in The Former Yugoslav Republic of Macedonia (FYRO) and one in Slovakia. There will be a management seminar in Kandersteg International Scout Centre and the communication between people interested in Adults in Scouting will be aided throughout the triennium with a newsletter called "Euro Scout News", the regional website and meetings for the national commissioners.



*The Chairman
and Members
of the World
Adult Resources
Committee and the
Adult Resources Service
staff at the World Scout
Bureau wish you
their best Season's
Greetings*

