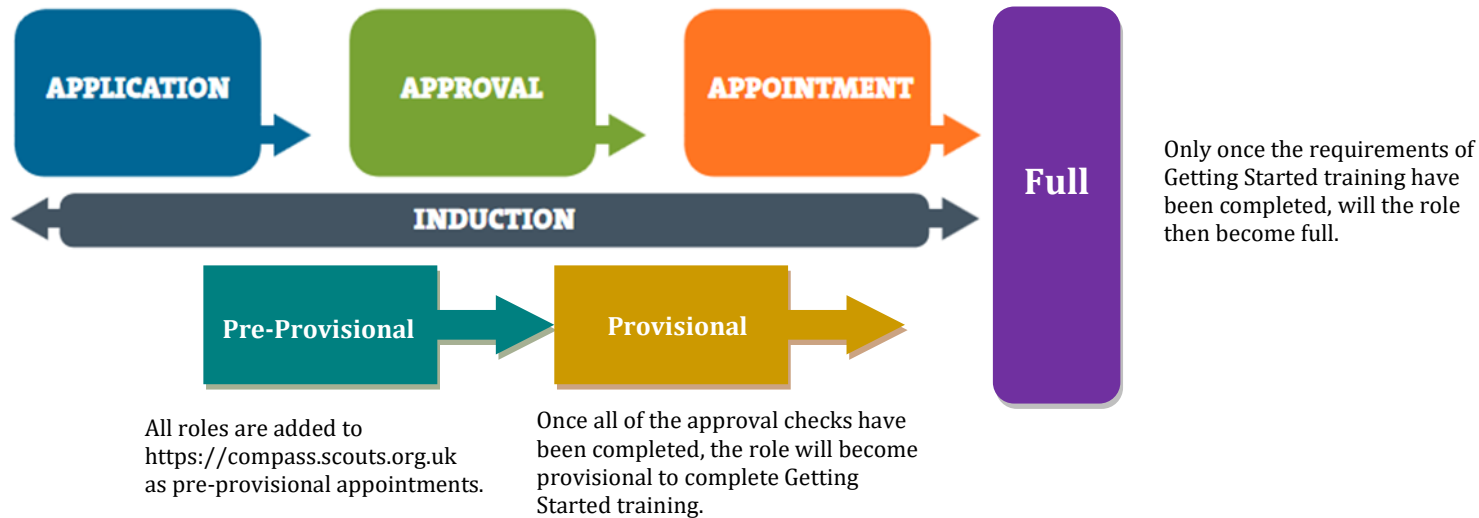


AAC Panel Meeting

The appointment process is outlined in the below diagram; progressing through there are three types of role status, these are Pre-Provisional, Provisional and Full.



The Scout Association 2019. 'The Appointment Process', in *Policy, Organisation and Rules*

The purpose of the appointment process is to ensure that all those adults that the Movement accepts as volunteers:

- are appropriate persons to volunteer with The Scout Association;
- are appropriate for the roles they are undertaking; and
- fully accept the responsibilities of the roles and, where appropriate, the responsibilities of membership of The Scout Association.

The Appointments Advisory Committee is the approver for several roles and assesses applicants in the following areas:

- Values and policies: that the applicant is aware of and accepts (and by personal example is prepared to uphold and promote) the values (The Scout Association 2019a) and policies (The Scout Association 2019b) of The Scout Association including making the Scout Promise if appropriate
- Role: that the applicant understands the requirements of the role and is able and willing to carry it out.

The Scout Association 2019a. 'Fundamentals of Scouting', in *Policy, Organisation and Rules*

The Scout Association 2019b. 'Key Policies', in *Policy, Organisation and Rules*

What can you expect at the Approval Meeting?

1. You will be met and welcomed by the meet & greet team and offered refreshments in the waiting room
2. You will then be collected by a panel member
3. Meeting with panel
 - Introductions
 - Purpose of the meeting
 - Open discussion (A few example questions which you may be asked are listed below – Please note actual questions will vary)
 - About you and your background
 - Confirming your applied role
 - What led you to applying for your role?
 - The Scouting Purpose and Values
 - What prior experiences of Scouting do you have?
 - One of the Scouting values is respect. How would you promote this within your role to the adults and young people you will be working with?
 - Scouting seeks to welcome all young people into Scouting outlined in our Equal Opportunities Policy. How would you promote this policy in your role?
 - Your role and how you hope to fulfil it
 - How do you see your role and how it relates to other roles in your Section/Group?
 - What are you looking forward to most in your role?
 - What activities have you enjoyed so far? Have you run any activities?
 - Have you ever worked with young people/children before and if so when?
 - How would you describe your responsibility in providing safe Scouting?
 - Time management
 - How do you propose to manage the time needed for the role to fit alongside family and work obligations?
 - Any other interests or hobbies?
 - Training obligations
 - Learning complete for Getting Started training? e.g. (1 & 3 for Sectional Assistants) (1, 2 & 3 for Assistant Section Leaders and Section Leaders) (1, 2 & 4 for Assistant Group Scout Leaders and Group Scout Leaders)
 - Do you know what a Training Advisor does? Have you been made aware of who has been allocated to support you in your training?

- Further role specific questions for Leader roles
 - Aware of Wood Badge training and how completion is encouraged in 2 years within Cabot?
 - As a Leader, how would you encourage & organise your team: Any management experience?
 - As a Leader, which tasks would you think of delegating and why?
 - As an Assistant Leader, how would you feel running an evening if your Section Leader was ill?
 - Have you participated in Scouting ceremonies i.e. Grand Howl, Flag break, Investitures... How did it go?
 - Have you any very boisterous children in your section? What practices do you have in place for dealing with them?
 - The Scout Association seeks to ensure prevention of all forms of bullying among members. How would you ensure bullying does not take place under your area of responsibility?
 - How many individuals are your Leadership team and what makes it work well?
 - How many children are in your section? Do you have any plans for growth within the section?
 - Drawing from your own experience what do you feel are the key things to consider when organising an event/meeting?
 - Have you visited any other Groups and would this benefit you to experience how their Section is run?
 - As a Leader, do you have awareness of the Group and District support , along with their activities & events available?
 - Presented with handouts
 - Yellow Card (Safeguarding),
 - Purple Card (Emergency Procedures)
 - Green Card (Alcohol Guidance)
 - White Card (Safety)
 - Introduction To Scouting Booklet (Key Policies)
 - Do you have any queries or concerns for the panel?
 - You will hear back in two/three weeks, in the case where there are references which have not been received you may be asked to prompt your referees
4. Head back to the meet & greet team in the waiting room to collect any belongings and to let them know your panel meeting is concluded