

Summary of the seven step volunteer joining journey

February 2026

Overall

Complete all seven steps within 180 days of the applicant's role start date (steps can be done in any order)

All timings are from the role start date on the membership system.

a) Criminal Record Check

Required if listed in the Teams Table (POR 16.11.1)

Application process completed within 30 days of role start date

b) Internal Check

Automatically initiated in the membership system if required and must happen within 30 days of role start date

c) References

Two satisfactory references completed within 180 days

One referee has known the applicant 5+ years

One referee is external to Scouts

No referees are relatives

Referees are 18+ and can speak to the applicant's character and work and / or interactions with young people

d) Declarations (automatically requested by membership system)

Applicant accepts all required declarations within 30 days

e) Trustee Eligibility (if applicable)

Trustee board confirm verification of applicant's eligibility

Should be completed within 30 days (must be within 180 days)

f) Growing Roots Learning

Safeguarding and Safety training completed within 30 days

First Response Training to be completed within 12 months

Other modules required for the role ideally completed within 180 days

g) Welcome Conversation

Required if listed in the Teams Table (POR 16.11.1)

Should be completed within 30 days (must be within 180 days)

Covers expectations, values, safeguarding, support needs, and role fit

Does not cover checks, references, or learning outcomes