

## Recruitment and Training Committee

Date: Sunday 3<sup>rd</sup> February 2019  
Venue: Stowmarket – The Kings Arms  
Attended: Tom Scase (GRM), Mark Ogden (SE), Philip Gorrod (NE), Fiona Shuttle (NE), Pam Ebsworth (SW), Paul Ebsworth (SW) and Lesley Steed (NW)  
Apologies: Rowan Wilson (NW & chair + minutes) and Jonathan Williamson (SE)

### **1) Welcome and Apologies**

Apologies received from Rowan Wilson and Jonathan Williamson.

### **2) Minutes of last meeting and matters arising**

The minutes of the 7<sup>th</sup> October 2018 meeting were agreed as an accurate record. There were no matters arising, other than those already on the agenda.

### **3) Application for training grants –**

Tom confirmed a request for a Guild grant for a M1 ART course had been received, however, the requisite paragraph to enable the R&T committee to consider application did not materialise and the application was subsequently withdrawn. The meeting agreed it's proper that grant applications are accompanied with a short written request, by the applicant (as has been the case for previous applications) as this ensures the R&T committee is able to appropriately consider an application. No other application requests have been received.

### **4) Feedback re training course held.**

Ruth Suggett and Jonathan Williamson have compiled short reports updating the progress of those who attended the ART M1 Course at St Matthew's, Ipswich, in January 2018, and at Horringer, in February 2018. Philip commented the feedback is quite telling – most comments have a negative observation of some description. The meeting acknowledged the challenges facing those who have attended an ART M1 course in relation to subsequently teaching a new recruit, including the retention of recruits. The idea of teaching in small groups was highlighted. Philip commented, with particular reference to groups of youngsters, this can be reliant on one individual deciding to go, resulting in all deciding to go, however, this also often means when an individual decides to leave, they all tend to follow and leave too. The meeting noted some of those who attended ART course are less inclined to complete the paperwork associate with the ART M1 requirements.

### **5) Future training course planned**

**a) Art accredited** – none planned. The meeting noted Lesley Becher's (ART) email in relation to M2 modules not having follow M1 accreditation – in other words, M2 can be taken before M1.

### **b) District led training course for 2019 and 6) update from District Ringing Masters**

**SE** – The SE will be visiting the Mancroft training centre on 6<sup>th</sup> April 2019.

**NW** – Lesley commented the NW has a joint visit with the SW to the Mancroft training centre on 8<sup>th</sup> June 2019.

**SW** - Pam reported no training has been arranged yet for 2019, however she has received a few requests for foundation skills. A course could be rung using the simulator at Woolpit.

**NE** – Philip reported the NE will not be running any training events in the same format as previous years – rather they have targeted new NE members to the Guild within the last two years (plus a couple of others) and offered to facilitate individual progression targets. From approximately 30 invites, there have been eight positive replies accepting the offer and relevant arrangements are being made to facilitate these requests. A mentor can look at the needs and if, for example, it's PB Doubles practise that's required, a practice where

the individual just rings PB Doubles over and over can be arranged. In other cases, the focus may need to be on handling. The NE is also arranging a monthly Surprise Minor quarter peal, drawing from a squad of approximately 12 ringers. There will be no quarterly meetings, rather various different events throughout the year such as a mini outing and striking competition.

### **7) Young and upcoming ringers**

Mark report the proposed young ringers' outing did not have sufficient numbers to run. Mark will look to arrange a young ringer's outing towards the start of the summer holidays. Lesley Belcher's email noted she is seeing more 'Buddying' happening around the country. Tom commented that the idea of 'Buddying' generally occurs without the need for a formal system being employed – where a youngster (or anyone else for that matter) shows an ability to progress, and perhaps more importantly a willingness, there are those in the Guild who are prepared to invest to see them progress. The meeting also discussed the merits of offering more focused tuition, for example a course on conducting/compositions Tom commented that previous conducting course, across the Guild, had had limited appeal.

### **8) R&T opportunities – events/support**

**a) Gather 2019** - Lesley noted the current organiser of Gather is leaving their position and a replacement will be appointed in due course, at which point Lesley will follow up on this.

**b) Engaging with the clergy (though Diocesan office)** - Lesley noted the induction days are already very busy and it's likely there wouldn't be time for ringing to be included. The idea of attending a Synod meeting was suggested, although would we targeting the appropriate audience? The meeting considered the potential we have in engaging with Clergy via the various ringing Clergy we have in Suffolk.

### **9) Any other business**

**a) Email from Lesley Belcher (ART)** - The meeting acknowledged, with thanks, Lesley's confirmation the Suffolk Guild are free to put any of the ART newsletters on our website – either as web pages or PDFs. Lesley notes ART has pulled together some resources on recruitment and retention which we may add to our website if we wish. Rowan's written comments, in relation to Lesley's email, question whether we need to draw people's attention to ART newsletters and Recruitment & Retention material. The meeting suggests we could perhaps add to the What's On email, not part of the print version, rather on the body of the email to all Guild members.

**b) Recruitment – Taster Day?** - Tom commented that, when looking at the action points from the October meeting, he was conscious of how the R&T committee's suggestion of a 'Taster Day' would be turn out to be a successful event. Not whether we need to address the issues around retention, rather would a 'Taster Day' address this in a satisfactory manner. We have taken the mini ring to a number of events in the past without any tangible results. A Taster Day needs to be thought through – what are we aiming to achieve, will we achieve what we are aiming to achieve, will all the arranging it involves be worth the effort – perhaps we are just planting seeds in relation to ringing. It was suggested that Suffolk Day could be a relevant occasion to tie in with a Taster day or weekend.

**c) BAC Grant applications** -The October 2018 GMC meeting agreed the R&T committee should discuss what information the Guild requires from a tower applying for a grant for restoration – the meeting agreed that we should be requiring applications to provide an explanation of how the intending to recruit and retain ringers, to ring their restored bells. The meeting also noted this should not be an onerous requirement since this type of detail is usually provide to other grant giving bodies, such as the National Lottery.

**d) Golden Bottle** - The meeting suggested we should promote at the Guild AGM, that each of the Districts are invited to apply for simulator etc., from the Golden Bottle monies, for a tower in their district.

### **10) Date and time of next meeting (Sunday 2<sup>nd</sup> June)**

We agreed the next meeting will be on Sunday 2<sup>nd</sup> June 2019, 2.30pm at The Kings Arms, Stowmarket.