

Recruitment & Training Cmte - Minutes

Date:- Sunday 20th Nov 2016, 2.30pm
Venue:- Stowmarket – The Kings Arms
Attended:- Philip Gorrod (NE), Pam Ebsworth (SW), Neal Dodge (NW), Alan Mc Burnie (SE)
Rowan Wilson (NW & chair + minutes)
Apologies:- Tom Scase (GRM), Derek Rose (SW)

1) Minutes of last meeting and matters arising

All matters arising are to be discussed later in the meeting.

2) Applications for training grants

- Module 2F course organised by Ely DA (November) – Jan Tomlinson (Bardwell) had successfully applied and will be reimbursed with £15. Some of the new teachers from the July courses did ask about it but were encouraged to concentrate on completing the Module 1 first (they should still have 2 years to complete this)

Action – Rowan to check with Lesley Boyle (course organiser) how Jan got on with the course

3) Feedback re progress (Module 1 courses Fri 8th and Sat 9th July)

- **Reydon course** – Philip was hoping to organise a follow up course in October but work pressures had scuppered this plan. There had also been problems with who was eligible to mentor the teachers. Many of the teachers had not yet taken the online test but this not necessarily mean that they had not gained valuable experience from the day.
- **Norman Tower** – Pam has been mentoring Derek & Pauline as they are teaching some learners at Cavendish. She is concerned that they probably need more regular feedback from her but this is difficult due to travelling expenses (and time). Rowan has also emailed the NT attendees to check progress (on line test taken, mentor met, learner identified etc); as expected progress is patchy with some people practising their new skills straightaway while others are struggling to get started.
- **General discussion** – we don't want to make future participants jump through too many hoops but previous R&T cmte meetings had identified that, although we would be developing the guidelines as we went along, we would need to have some criteria to identify that the Guild would be getting something back for its financial support. Neal confirmed that he felt this should still be the case.

Action – R&T cmte members to draw up some simple guidelines to give applicants as we should try to ensure that the Guild's training grant is not wasted. Maybe a pre-course meeting to outline course expectations should be held?

Action (Philip) - hold the NE follow up day in Spring 2017

Action (Pam & Rowan) – plan a follow up day for the NT group (to include exercises to improve confidence in their own handling)

4) Future R&T activities across the Guild?

- **Previous training courses** – Alan reported on how the R&T used to use the Deanery Reps to (covertly) identify which towers and individuals may benefit from training events/support. Although this did yield some results in the SE, it depended on a dedicated number of individuals to give their time on a regular basis. Locally organised and focussed events certainly had more benefit than "Guild" training days
- **Sharing courses already being run by Districts** – this may be possible but with the pressures on people's time, perhaps we just need to ensure that each District knows what the others are

offering for now. DRMs can then negotiate with each other if they want to use each others' resources/expertise.

- **Possible courses to offer (advanced handling, observation skills)** – this would tie in well with Module 1 follow up courses. Pam is keen to offer this to the Norman Tower Module 1 group (Rowan is keen to help)

5) Update re simulators within Guild

- Rowan handed out a table giving details of the simulators situated in the Guild. Very few of them seem to be used regularly and often there are problems with either the attachment of the sensors or the software not working properly.

6) Update from District RMs

- **Philip** – NE practices have been run this year according to what the tower reps said their ringers wanted/needed. In December QPs will be attempted by 3 people who have been attending the PB Doubles focus practices. Tower rep meetings will be held again in early 2017 and Philip is hoping that they will update their wants/needs in line with what has been achieved this year
- **Rowan** – NW practices (Feb – May & Nov 2016) have started with a QP to ensure that enough ringers turn up for the “open” practice afterwards. An attempt to involve a local ringer in each QP has been less successful unfortunately. Neal has been in the band for several of the QPs and agreed that it did seem to be working. A training session (how to improve your striking) held in June did then lead to a focus practice held at Lakenheath in August where the local ringers made good use of the opportunity

7) Any other business

- **Folk East** – although this was a good event for promoting the Guild, there has been little feedback from the people who left their contact details. It was hard work for those who were on duty for the whole festival but perhaps we can get more people to help in future. GMC is also discussing how many events we should attend each year (2 maximum) which may dictate whether we go again next year.
- **Recruitment** – we do have some new resources (leaflet, certificate and sticker) developed with Neal's help to use at Folk East. Rowan commented that maybe we could use monthly District practices/meetings to promote the Guild e.g. using a pop up banner at the church for anyone passing by/popping in to see why the bells are ringing? Challenge 500 example?

8) Date and time of next meeting (Sunday 5th March 2.30). The Kings Arms, Stowmarket (near the railway station)