

Recruitment & Training Cmte

Date:- Sunday 14th June, 2pm
Venue:- Zoom
Attended:- Tom Scase (GRM), Jenny Scase (SE), Mark Ogden (SE), Philip Gorrod (NE), Maureen Gardiner (NW), Pauline Brown (SW), Rowan Wilson (NW & chair + minutes)
Apologies:- Fiona Shuttle (NE)

1) Welcome and apologies – RW thanked everyone for agreeing to hold the meeting by Zoom and explained that she would aim to run the meeting without muting everyone but asked people to wait their turn to speak. Fiona sent her apologies.

2) Minutes of last meeting and matters arising

Minutes were accepted. Matters arising :-

5a) ART M1 course planned for June (Earl Stonham). Jenny reported that she had secured a tutor for this and had a list of possible participants so the course was being postponed rather than cancelled.

3) Training:-

- a) Applications for training grants (Individuals) – none received.
- b) Feedback re training courses held – none held
- c) Future training courses planned – ART M1 course (see above under matters arising). In light of the restrictions imposed by the Coronavirus pandemic, members agreed that it might be appropriate to use handbells to gain the interest of potential new recruits as we are unlikely to be able to teach handling for some time.

4) Grant applications from towers (consideration of)*

- **Barham** – Carl Melville has submitted a comprehensive explanation of how the new ringers were being taught and the progress they were making (before lockdown). Members agreed that we could not ask for anymore!
- **Framsden** – nothing had been received by Winston or Tom yet but members agreed that the ‘window’ would remain open until the next GMC on Sun 28th June as this information could be circulated by Tom via email if needed (the BAC may also still have questions).

5) Update from District RMs (Philip, Jenny, Maureen & SW)

- **Philip** – the Beccles ringers are meeting weekly for virtual coffee and Halesworth are holding virtual pub sessions. Richard Rapor and Philip held a teaching session at Aldeburgh before lockdown following a request from the band at Kelsale.
- **Jenny** – the March meeting at St Margaret’s Ipswich was well attended. New recruits on the Shotley peninsula being taught by Janet Looser have been keeping in-touch virtually as have the people who attended the taster sessions at Earl Stonham. Jenny contacted SE members around the time of the District striking competition in May just to touch base.
Jenny also told us about correspondence she had received (via Neal) from a person with cerebral palsy who was interested in learning to ring. He has apparently rung a bell before but this may have only been chiming as he uses a wheelchair. Philip wondered if we should use YouTube clips of bellringing so people can get a true picture of what learning to ring actually requires.

Action:- Philip to send these YouTube to R&T members (completed)

- **Maureen** – attendance at the monthly Saturday practices has been good and some QPs have been rung afterwards. This has allowed specific towers to be targeted and the interest is such that there may be sufficient ringers to have 2 QPs in future. Work on Stowmarket bells is due to start on Monday 22nd June with the arrival of the bellhangers but the recruitment and training of new ringers is obviously on hold! Maureen agreed that an introduction to handbell ringing might be the way forward for people who have already shown an interest.
- **SW** – Pauline has been in-touch with David Lee and confirmed that she has heard that several towers are keeping in touch over Zoom etc.

6) Young and up & coming ringers - Nothing to report (see Gather 2020)

7) Returning to Ringing after lockdown!!

Rowan has been working on a document which attempts to summarise/condense the Central Council guidance. She shared this with the members for comment but will be presenting it at GMC on Sun 28th June. We will obviously need to wait for churches to fully open but current the social distancing requirement (2m) will make it nigh on impossible in the majority of towers. We also need to be aware that some people will chose to stay away even if it is deemed safe to resume ringing.

8) Guild R&T opportunities - events/support

a) Gather 2020 – this is due to be held on Sat 28th Sept but even if it does go ahead, it is unlikely that we will be able to let the participants have a go on the mini ring. Members suggested that we could perhaps provide other activities including handbell ringing, a demonstration of Ringing Room/Handbell stadium/Abel etc or show them videoclips of ringing. Perhaps we could then encourage them to join a Ringing Room session as a follow up (use the example from the NDA)

Action – RW to contact the organiser to check plans

b) Taster Day – this was due to be part of the BSE Abbey 1000 celebrations on Sat 11th July. RW reported that it may be possible to use the Heritage Open days instead (12th to 20th Sept). If the NT is open we could give a demonstration of ringing as there is plenty of space in the ringing room (we would however have to delay teaching any potential recruits)

Action – RW to check with Sarah Friswell if HOD is taking place this year (promotion and bookings would be dealt with by TIC)

9) Any other business

a) Golden Bottle next step?

Rowan was hoping that she could get this moving a bit since the last R&T meeting but lockdown got in the way! The following towers were initially suggested (NE – Southwold, SE – Felixstowe, SW – Sudbury St Gregory, NW – Stowmarket) however Stowmarket have now withdrawn and Sudbury St Gregory is uncertain.

Contractors are now at least allowed in towers so she is going to try to get the ball rolling with the following actions:-

Action:-

- i) RW to recontact people who may be able to help (NW – Chris Davies, Tim Hart; NE – Ed Rolph, David Webb (Loddon); SE – Roger Coley, John Taylor)**
- ii) Check with Tim H – would setting up just one bell initially be a good idea + can he be persuaded to help with the co-ordination of this project?**
- iii) Decide which tower to target first, Felixstowe or Southwold?**

b) Top tips for recruitment document (link with item 4)

Rowan shared a document which the NE has used in the past.

Maureen suggested that we could perhaps use examples of the resources which have been used with the local CofE school in Stowmarket (and possibly those used by John Girt with a school in the SE). A stage process for recruitment, training and retention is important to make it interesting (and hopefully improve the likelihood that the people we teach become proficient and active ringers).

Action:- PG/RW to ask Dave Goldstone (NE) for a possible case study re how he was recruited & taught

c) Progress on website (R&T pages)

Rowan shared a document to show that she had made some progress with this (but not as much as she'd hoped). There is quite a lot of repetition and we still need to decide how to split the website up into sections for the various people who may use it (e.g. people who want to learn, new ringers, experienced ringers, Guild cmte docs)

Meeting ended at 3.30pm

10) Date and time of next meeting – Sunday 4th October 2020

** Applicants must demonstrate to the Recruitment and Training committee that they have initiated, or at least have a credible plan to initiate, the recruitment, training and development of a band of ringers to enable the bells to be rung regularly*