



SALISBURY DIOCESAN GUILD OF RINGERS

TRAINING, RECRUITMENT AND RETENTION

From Robert Wellen (Guild Master):

We all recognise I think that this is the BIG issue facing ringing. There are no magic or instant solutions, but below are some pointers on recruitment, training and retention that you might find useful.

BEFORE recruitment takes place:

- Have in place the teachers to teach
Could be those accredited to ART¹ (ITTS as was) or if that does not appeal teachers who have been instructed in some or all of its basic tenants or have not gone through ART but are 'competent' teachers nevertheless
- Have in place the places to teach
A central location that is pleasant and welcoming and adapted to training – ideally a Ringing Centre. Soon there should be one in each branch or a reasonable distance from each
- Have in place the programme of ringing instruction
A structured programme of instruction away from a 'normal' practice night were the learner can get concentrated and targeted teaching

Recruitment:

- ❖ Act as a group and be involved in wider community
Rather than individual towers each having ad hoc recruitment drives – group together to do so – achieve a 'bigger impact' over a wider area – integrate ringing into wider community
- ❖ Be positive about ringing
People are more likely to be attracted to ringing if you 'talk it up'
- ❖ Prioritise 'face to face' recruitment
Speaking face to face or a practical demonstration is more likely to succeed than a poster campaign or an article in a parish magazine
- ❖ Use a recruitment film available from the Central Council² or perhaps explore making your own. **The Central Council has also brought together other presentations and resources that can be used for a variety of publicity purposes³.**

So we have recruited and the learners have gone through a structured initial instruction programme led by good teachers at a suitable location and are hopefully handling well and are at least ringing rounds. When they start ringing at local towers, what next:

After care:

- Be prepared to do things differently
Adapt your tower practice to accommodate the needs of new recruits and make them feel welcome
- Make sure that existing ringers are involved in training
As much as possible use your existing band to help, support and encourage new recruits – avoid a 'them and us' mentality
- Put on additional events, practices at Ringing Centres or other towers for recruits
Keep up the links to the initial learning 'cohort' and help advancement to keep interest levels up

1 <http://ringingteachers.org/>

2 <https://www.cccbr.org.uk/wp-content/uploads/2016/05/up-the-spiral-staircase-79MB.mp4>

3 <https://cccbr.org.uk/services/pr/publicity/new-resources-2017/>