



**Recruitment & Development
Workgroup**
– Recruit, Regain, Retain



Recruitment & Development Ringing 2030

Recruit, Regain, Retain team

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Open briefing

8th February 2026

Topics:




Secret Shopper – *or*, how attractive is your Association / Guild website to potential new recruits?

Attracting back lapsed / 'resting' ringers – things to bear in mind

Launch of the new Recruitment Network (actual name TBC!)

Recruitment & Development Ringing 2030

Today's Briefing:

-  • Use the Chat to raise questions, exchange links or ask for detailed information which can be followed up outside the call
-  • Only presenters can unmute to talk (sorry) otherwise the large group strains our Teams capacity
-  • We are recording the call, for people who expressed an interest but couldn't make the time
 - It will be found here: cccbr.org.uk/about/workgroups/recruitment-and-development/

Ringling 2030 Pillars

RINGING
2030

Pillar 2 Active recruitment and development

Effective structures in place to signpost potential new ringers and lapsed ringers to local ringing centre contacts

Opportunities for ringers to learn and develop their ringing skills exist

Anyone wanting to learn finds a teaching hub quickly

Regional hubs have adequate teaching resources

No one meets a barrier to progress

Need to work with associations on these

Establish new regional contact hubs structure

Identify gaps and recruit volunteers

Identify existing co-ordinators and link to regional hub contact

Recruit new volunteer coordinators

Recognise ART's LTR as primary national scheme

Map teaching centres to hubs

Support more teacher training

Summer schools – at least one per region

Facilitate YCRA events

University ringing network

Two more residential courses

Relaunch Cast of 1000

Mentoring scheme

Encourage women in ringing

Unified ringer platform

Hello! Quick intro



Paul Wotton (Bath & Wells) –
Recruitment & Development Workgroup Lead



Steph Pendlebury (Sussex County) &
Bob Blanden (Gloucester & Bristol)
– 3Rs Team co-leads

Mary Jones (Norwich & Ladies Guild), Jason Carter (Gloucester & Bristol), Laura Goodin (ANZAB), Fran Watkins (Hereford), Dave Cropp (Worcestershire & Districts), Viv Endecott (Salisbury), Allison Devine (Ladies Guild & Lancs)

Secret Shopper or, how attractive is your website to potential new recruits?



Salisbury Diocesan Guild
sdgr.org.uk

Truro Diocesan Guild
tdgr.org.uk

Learn to Ring

Isn't it just pulling on a rope?

Although many countries around the world use bells for many reasons; religious, festivals, celebrations, warnings, the technique developed in church bells in the UK is different from any other. Most other countries either hit a stationary bell with a clapper, or swing a clapper. In England in the 1600s a technique was developed and advanced that means the bell swings safely on an axle though just over 360 degrees. The clapper swing within the bell to strike the soundbow. This style of ringing was taken from the UK all over the world, to the USA, India, Southern Africa, Australia and New Zealand. The vast majority of this style of ringing still happens in the UK. Bells are usually pretty heavy – from a few hundredweight up to 4 tons. You have to learn a safe technique to control the bell, and that is what we can teach you.

A great hobby!

Ringling is an absorbing hobby, with physical, intellectual and social aspects to the hobby it is very rewarding. As with any significant skill, it does take time to learn and our teachers know many techniques to suit all types of learners. We will help you develop your skill until it becomes like riding a bike, once learned, rarely forgotten.

Why do people learn to ring?

There are so many aspects to ringing, the comradeship and teamwork, the sense of achievement when it goes well, learning an ancient and traditional art, the fun of going to different towers (all bells are slightly different), sharing experiences over a pint after a practice, going on outings with friends. Its a hobby that many of us find very addictive and yet at any point you can say 'I have achieved the level I am happy with'.

How can I learn to ring?

See our secretary's email address on the right of this page . We will put you in touch with someone in your area who can teach you this ancient and traditional art!

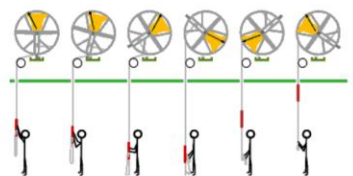
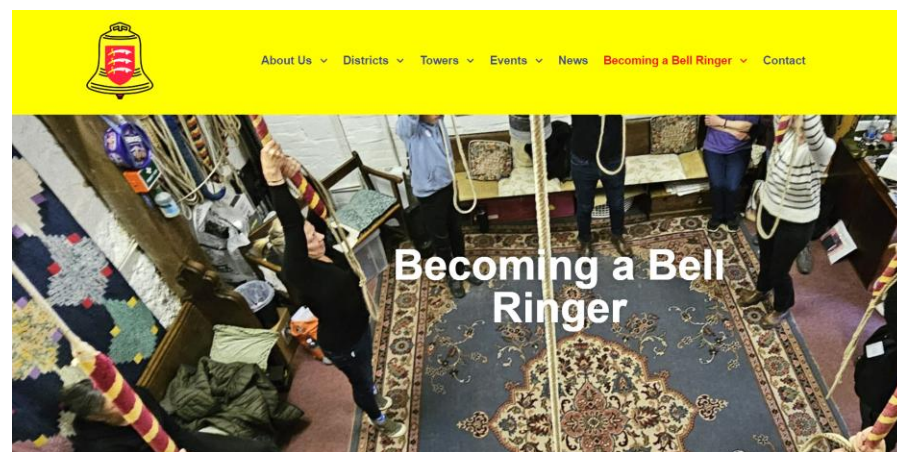


Image courtesy of Fortran Friends



Contact our secretary
(secretary@tdgr.org.uk) who will put
you in touch with a teacher in your area.

Information about our use of your
personal data can be found in our [Privacy Notice](#)



Does the peal of church bells give your heart a lift?

You are not alone in feeling so. But did you know you can actually help make it all happen?

Imagine being at the centre of such wonderful sounds, right in the core of some of England's most cherished buildings, wholeheartedly engaged in an exhilarating activity that's a mix between making music and playing a team sport. It's not a coincidence that a group of bell ringers is known as a band or a team!

You can join in and play your part in preserving our country's precious heritage.

Once gained bell ringing is a skill you'll never forget and can open up a lifetime of experiences and enjoyment.



Essex Association
eacr.org.uk

Secret Shopper

or, how attractive is your website to potential new recruits?

Key themes:

- [add here]

Returning ringers – things to bear in mind...

1. Don't assume that lapsed ringers will be able to "find their way back" easily - this may be challenging e.g. if they've moved to a different part of the country, and/or were quite novice when they stopped ringing.



Returning ringers – things to bear in mind...

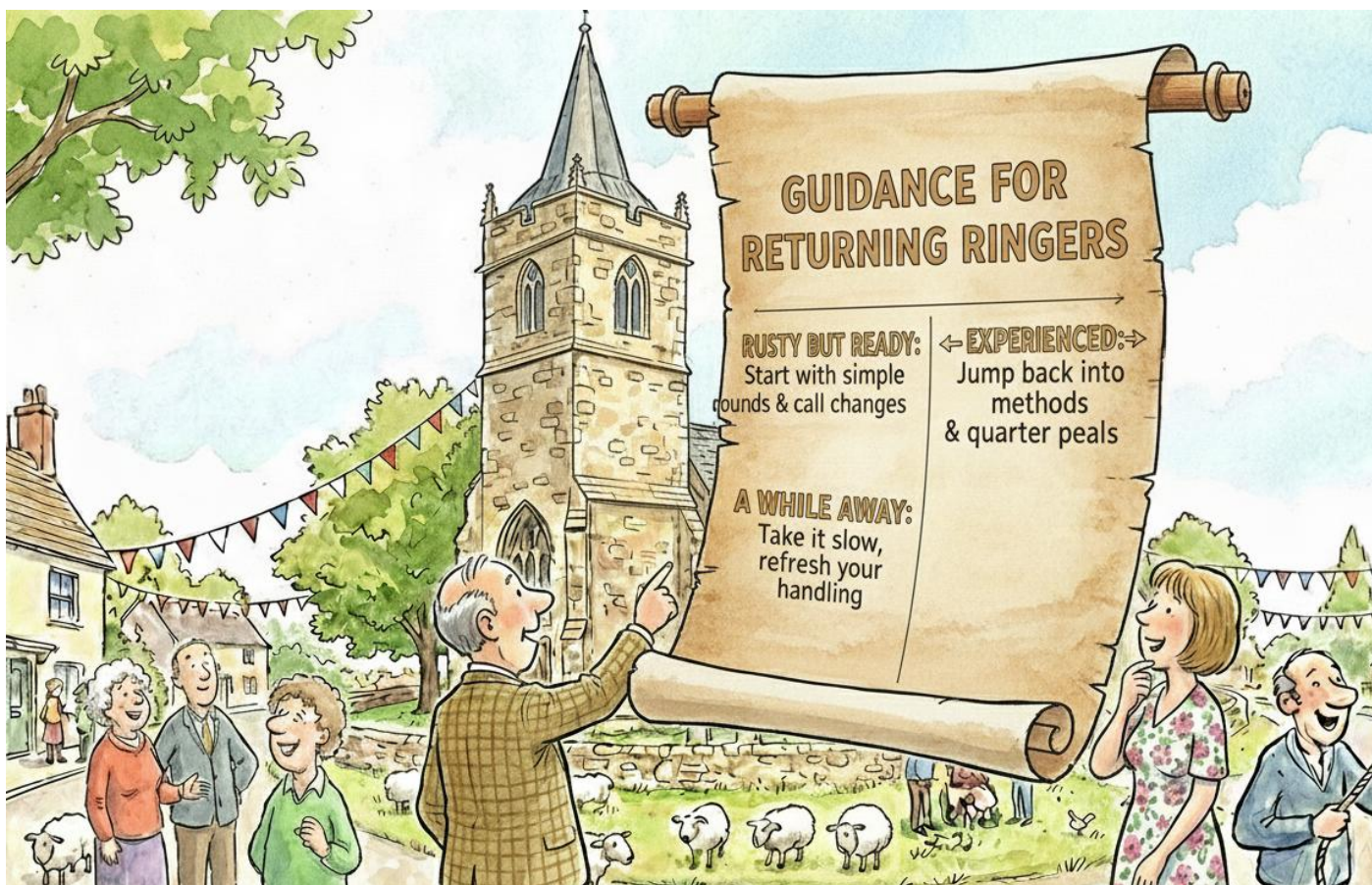
2. **Returning / lapsed ringers are not the same as new recruits** - we need messaging and signposting that is designed specifically for lapsed ringers (e.g. dedicated section/page of website).



Returning ringers – things to bear in mind...

3. **Some guidance for returning ringers about what to expect** - depending on initial level of skill/experience acquired, and length of time away from ringing

Probably best to have a conversation first, and err on the side of caution when the ringer first returns to the ringing room.

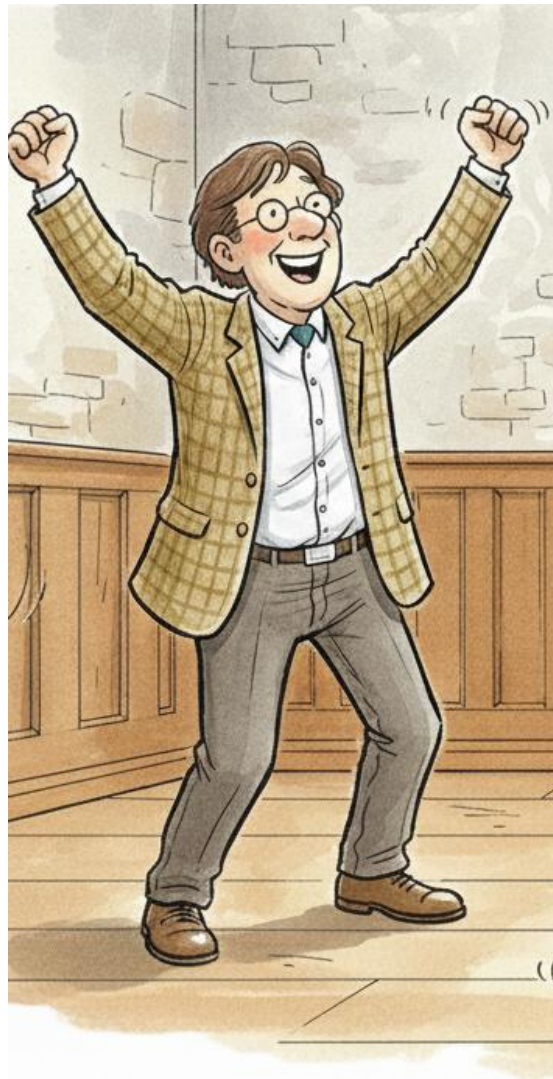


Bear in mind that some people may be under-confident, and some may rather over-estimate their current abilities...

Returning ringers – things to bear in mind...

Then, once they are back in the ringing room:

4. Assess their skill level, erring on the side of caution, and bear in mind that they may be under- or over-confident in their abilities.



At the end of their first practice with you, you want a happy ringer, excited to be back, not a broken stay.

Returning ringers – things to bear in mind...

5. Retention is important! Bear in mind that there is a **wide range of reasons why ringers leave ringing** (not just work/family commitments); try to avoid repeating these.



You may need to provide some additional training / support and goals to work towards (e.g. ART's *50 Ringing Things*).



Consider holding a special Introductory Afternoon just for Newbies, Novices and Returners (branch / district event)



Giving them an informal opportunity to meet Guild Officers just might put into their heads that they could join the committee...!

Returning ringers – things to bear in mind...

Finally, **consider including those experienced but now unable to ring...**

Many opportunities to contribute their valuable experience & knowledge:

- Being welcoming and friendly
- Making tea and cake!
- Standing behind
- Suggestions to improve handling technique
- Explaining terminology & theory
- Talking about the culture of ringing
- Introducing the concept of the Guild / Association (and the Central Council!)

Launch of the Recruitment Network (actual name TBC)

"Hunting for more...!"



Over 100 responses to the survey

Vast majority interested in joining network ("community of practice")

Launching on **Sun 15th March, 8-9 pm**

Online presentation & discussion meetings, every 2 months

Also social media platform for additional discussion?

Name??!

Next Workgroup Briefing....

Join us for our next workgroup briefing
Sunday 17th May 20:00 – 21:00 (UK time)

The third in a series of workgroup briefings for CCCBR Reps and other interested ringers in our work towards the Ringing 2030 aim to create a sustainable future for change ringing.

Focusing on:

Volunteering & Leadership in Bellringing
and how this is changing in today's world

We hope to have a new way to join a list and receive the link so look out for information nearer the time



That's all folks!



Any other questions or things you'd like to raise?

Interested in joining the Team?

Contact us: rrr@cccbr.org.uk

That's all folks!

Key Links:

<https://sdgr.org.uk/>

<https://tdgr.org.uk/>

<https://eacr.org.uk/>

<https://youtube.com/shorts/Uevs5O39AZw?si=Z-21TUjU7zdWMtfd>

- YouTube

<https://www.bellringingwales.org>

To join the Marketing Workgroup: vicki.chapman@cccbr.org.uk

Promoting ringing to young people:

www.mobilebelfries.org

Contact us: rrr@cccbr.org.uk