



# Team DC

**Information for anyone considering a role as a member of the Lead Volunteer Team for Wansdyke District**

[scouts.org.uk/join](https://scouts.org.uk/join)  
**#SkillsForLife**



# About us

## Overview of Scouting

We are the UK's biggest mixed youth organisation. We change lives by offering 6 to 25 year olds fun and challenging activities, unique experiences, everyday adventure and the chance to help others so that we make a positive impact in communities.

Scouts helps children and young adults reach their full potential. Our members gain valuable skills for life including teamwork, time management, leadership, initiative, planning, communication, self-motivation, cultural awareness and commitment. We help young people to get jobs, save lives and even change the world.



## What do Scouts do?

Scouts take part in a wide range of activities as diverse as kayaking, abseiling, expeditions overseas, photography, climbing and zorbing. As a Scout you can learn survival skills, first aid, computer programming or even how to fly a plane. There's something for everyone. It's a great way to have fun, make friends, get outdoors, express your creativity and experience the wider world.

## What do volunteers do?

This everyday adventure is only possible thanks to our team of adult volunteers, who support Scouts in a wide range of roles from working directly with young people, to helping manage a local community-based Group, to being a charity Trustee. We help volunteers get the most out of their experiences at Scouts by providing opportunities for adventure, training, fun and friendship.

Our award-winning training scheme for volunteers means that adults get as much from Scouts as young people. Our approach focuses on what you want to get out of volunteering with Scouts, while respecting how much time you can offer. Over 90% of Scout volunteers say that their skills and experiences have been useful in their work or personal life.

## Key facts and figures - National

The Scout Association is a UK charity founded in 1907 and now boasts a membership of over 620,000 young people and adult leaders. We are the largest mixed youth movement in the UK. Scouting activity is delivered through 7,000-plus community based Scout Groups nationwide.

Scouting is widely recognised and is one of the most trusted charities in the UK, giving it a significant level of influence and responsibility. Scouting's greatest strength lies in its grass roots. It is locally that Scouting is best able to identify and work directly with young people most in need.

We believe that through the everyday adventure of Scouting, young people and adult volunteers regularly experience new challenges that enrich and change their lives.

The current focus for the National Trustees and those in Scouting across the UK is delivering our strategic vision.

## Our strategy

A new strategic plan for Scouting across the UK is now underway that provides a clear strategic direction through to 2025. Team UK (the team of volunteers that leads Scouting across the UK) will play a key part in leading the delivery of this strategy. More details on the work towards our new plan are available at [www.scouts.org.uk/ourplan](http://www.scouts.org.uk/ourplan).



By 2025 we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

Further information on our strategic objectives are provided on our website at [www.scouts.org.uk/ourplan](http://www.scouts.org.uk/ourplan).

## Scouting's fundamentals

### Our mission

Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society.



### Our values

As Scouts, we are guided by these values:

**Integrity**

**Respect**

**Care**

**Belief**

**Co-operation**

Further information on our fundamentals, including details of our values, are provided on our website at

<http://scouts.org.uk/about-us/key-policies/fundamentals-of-scouting/>

# Scouting's key policies

In common with all members in Scouting, the Team that will act as the lead volunteers for Wansdyke Scouts will be required to promote and follow our key policies. The policies cover:

**Child Protection**

**Equal Opportunities**

**Religion**

**Safety**

These policies are fully explained on our website at <http://scouts.org.uk/about-us/key-policies/>

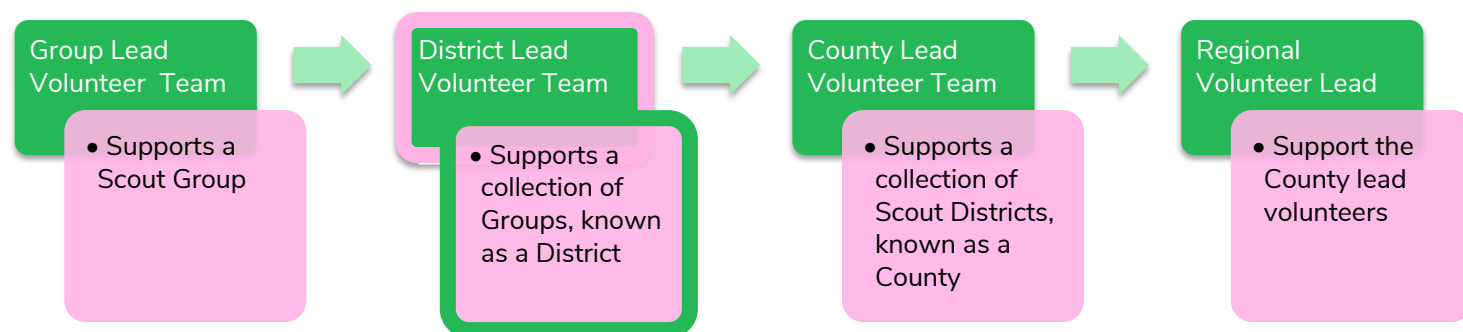
## Wansdyke Scouts

Wansdyke District is part of Avon County Scouts, and is made up of 9 groups and 5 Explorer Scout Units. The District stretches from Keynsham and Saltford through to Radstock and Midsomer Norton. Wansdyke District total membership is currently 1326, which includes:

- 232 Beaver Scouts (6 - 8 year olds)
- 324 Cub Scouts (8 - 10 ½ year olds)
- 304 Scouts (10 ½ - 14 year olds)
- 99 Explorer Scouts (14 – 18 year olds)
- 367 Adults (18+ year olds).

## The current vacancy

The management structure of Scouting is as follows:



Adults at every level need support to ensure that they are motivated, inspired and focused on providing first-class Scouting. A good manager as well as supporting individuals will thank volunteers for their hard work and which helps to make sure that they feel happy and supported, week after week.

We're currently looking for a group of people (4 to 5) to come together to form the Wansdyke District Lead Volunteer team to take on this key management task who by working as a team will provide direction for the District and will help others see the bigger Scouting picture through their solid leadership. Using their management skills the team will motivate and guide our other adult volunteers to ensure that they are delivering exciting and adventurous activities to young people.

We are therefore looking to recruit to the District Leadership Team four to five individuals who will share the overall responsibility for providing support to the District as a whole by taking the lead on one of following pillars:

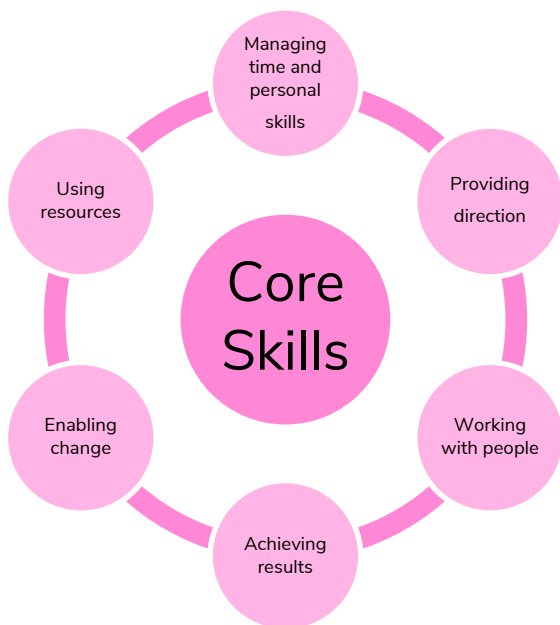


The Chair of the District Board of Trustees will be an integral member of the District Lead Volunteer team helping to develop and monitor progress against the District Development plan

Whilst previous Scouting experience would be beneficial you don't need any prior experience of Scouting to apply for any of these roles as we'll make sure you're fully trained and supported when you are appointed.

## Core Skill Areas

We believe that everyone in management roles within Scouting should adopt an approach that combines the skills of both leadership and management and we've identified six core skill areas that will make a good Scouting manager:



### 1. Providing direction

A good leadership team will create a vision for Scouting in their District and provide clear leadership to implement that vision.

### 2. Working with people

It is vital that the Leadership team can create team spirit amongst the other volunteers they work with, and can form effective working relationships based on trust and the fundamental principles of Scouting:

- integrity
- respect
- care
- belief
- cooperation

### 3. Achieving results

Good Leadership Teams ensure that goals are achieved, plans are seen through to completion, and that good relationships

are maintained within and between Scout Groups. Forging links within the local community is also an important aspect of development.

#### 4. Enabling change

It is important for Leadership Teams to encourage volunteers to think of creative ways to improve Scouting across the District. They should then provide the support to implement appropriate changes.

#### 5. Using resources

A good Leadership Team will ensure that information and resources are available, helping volunteers across the District to continue to provide excellent Scouting opportunities to young people.

#### 6. Managing time and personal skills

A good Leadership Team should use their time effectively and be willing to continue to learn and improve their skills.

## How to apply

### Process

Thank you for your interest in volunteering to be a member of the Wansdyke District Leadership Team.

You can apply for one of the roles yourself using the application form or nominate someone else using the nomination form if you feel that they have the skills to thrive in one of these roles. People that are nominated will be contacted to see if they wish to complete an application form (if they have not already done so) and are under no commitment to apply unless they wish to.

On the following pages you will find a role description and the person specification which will help guide you when completing an application

Shortlisting will be based solely on the information provided by each candidate in their application form. All applications should address the requirements of the role, as laid out in the role description and person specification

### Key dates

The closing date for applications is **30<sup>th</sup> June 2023**

### Further information

For more information, or for an informal chat about this vacancy, please contact:

Neil Salter

Phone: 07484 680719 Email: [neil.salter@avonscouts.org.uk](mailto:neil.salter@avonscouts.org.uk)

# The role – District Lead Volunteer Team

## Role description

### Outline:

As a member of the Lead Volunteer team manage and support the Scout District to ensure it runs effectively, and that Scouting within the District develops in accordance with the rules and policies of The Scout Association. To ensure the District provides good quality Scouting for young people and proactively supports and manages adults in the District.

### Responsible to:

County Lead Volunteer and the District Board of Trustees

### Responsible for:

The other members of the District Leadership Team, Group lead volunteers, District Explorer Scout lead, District Scout Network Leaders, District Scout Active Support Managers, District Scouters, District Advisers, Nights Away Advisers, District Media Development Manager.

### Main Contacts:

County Lead Volunteer, The other members of the District Leadership Team, Group lead volunteers, District Explorer Scout lead, District Scout Network Leaders, District Scout Active Support Managers, District Scouters, District Advisers, Nights Away Advisers, District Media Development Manager, members of the District Executive Committee and its sub-committees, County Network Lead, County Training Manager, Local Training Manager, members of the Regional Development Service, other District Lead Volunteer teams, members of the local community, schools and other youth organisations.

### Appointment requirements:

Must complete the relevant training for the role. Must be eligible for charity trustee status (as a member of the District Board of Trustees).

### Main Tasks

- Ensure that the District thrives and has the best systems in place to support the Groups, to support all adult volunteers in the District and to develop Scouting in the District
- Provide line management and support to the adults in the District that directly report to you including setting objectives for their work and holding regular reviews and one-to-one meetings.
- Produce a vision for the District and implement a development plan to meet that vision.
- Ensure that Scouting in the District is attractive to young people and adults from all backgrounds in the District.
- Ensure that the District has an adequate team of supported and appropriate adults working effectively together and with others to meet the Scouting needs of the area.
- Ensure that problems within the District are resolved so that excellent Scouting is provided to young people in the District.
- Work with the County Lead Volunteer and other District Lead Volunteer Teams in the County to ensure that Scouting in the County thrives.

# Person specification

<b>Knowledge and experience:</b>	
Ability to manage adults effectively	Essential
Understanding of the challenges of working in the voluntary sector	Desirable
Experience of working with young people and/or community work with adult groups	Desirable
Experience of working in the Scout or Guide Movements as an adult	Desirable
<b>Skills and abilities:</b>	
Excellent written and oral communication skills	Essential
Provides advice and guidance effectively to others	Essential
Provides inspirational leadership for the District	Essential
Provides strategic direction for the District	Essential
Motivates adults volunteering in the District	Essential
Can build, maintain and facilitate effective working relationships with a wide range of people	Essential
Enables others to identify issues, clarify objectives, develop attainable objectives and gain the necessary skills and confidence to work as an effective team	Essential
Ability to negotiate compromises	Essential
Plans, manages and monitors own tasks and time	Essential
Can construct and implement long-term plans that improve and expand the Scouting offered to young people, and identify any training, resources and other needs required to undertake this work	Essential
Can use basic computer software	Essential
<b>Personal qualities:</b>	
An understanding of the needs of adult volunteers	Essential
Flexible approach	Essential
Self-motivated	Essential
Able to work as part of a team and promote good teamwork	Essential
Resourceful, energetic and enthusiastic about the job	Essential
Acceptance of the fundamentals of the Scout Movement	Essential