



**Lead and shape our work to be more
inclusive and open to all**

UK Inclusion Team



The UK Inclusion Team

Scouts is an inclusive, values based movement and membership is open to all those who share our fundamental values. We promote young people to have more respect and care for others – including for people with backgrounds and identities that are different to their own. We seek to create ways for young people to connect with, understand and respect people from all walks of life. Our 'Skills for Life' strategy commits us to preparing more young people with skills for life, supported by amazing leaders who deliver an inspiring programme. By 2025 we aspire to be a growing, more inclusive movement, shaped by young people and making a bigger impact in our communities.

What the team does:

- Provides support and guidance to our network of local Inclusion volunteers across the UK.
- Creates user friendly resources on a range of Inclusion topics and run support and training events online and face to face.
- Works with staff on short term projects that are identified as needing Equity, Diversity and Inclusion input by other teams (e.g. youth programme, safe scouting and perception).
- Creates safe spaces to support members from different communities who are currently under-represented in Scouts.
- Supports the network of volunteers that support Scouts in hospitals, hospices and Special Needs Schools.
- Supports Scouts presence at a variety of events, including Pride.

UK Inclusion team roles:

We're expanding our UK Inclusion team and are looking for volunteers who are passionate about helping Scouts to be a movement where people of all backgrounds can be themselves and thrive. There are lots of different ways that you can get involved, from contributing to a specific project to becoming the UK Lead Volunteer for Inclusion.

You might have gained experience as a volunteer in Scouts or have lived experience as part of a marginalised community, or you might work professionally in Equity, Diversity & Inclusion. Whatever your background, if you are interested in getting involved with this area of work, then we'd love to hear from you. Our current team is full of passionate, talented and caring people, and we would like you to join us.

Here's a bit more about the different roles we have to offer:

UK Lead Volunteer for Inclusion

This is the lead volunteer role for our inclusion support. You will have a key role leading the progress of our strategy and helping to shape our next one.

You would be part of the UK Leadership Team, working in close partnership with and supported by the Executive Director of Strategy & Transformation and the Head of Equity, Diversity & Inclusion.

As the UK Lead Volunteer for Inclusion, you will be responsible for leading and developing the UK Inclusion team and will work closely with the volunteer Sponsor of the Equity, Diversity & Inclusion Programme and the UK Race Equity Adviser.

You will have the opportunity to learn more about how Scouts works at the UK level, and be in a position to help shape and contribute to the way we work.

A full role description can be found at the end of this document.

Inclusion Team Leaders

We are looking for volunteers who have experience of leading and supporting others to create resources and deliver projects to support our volunteer leaders across the Movement.

Inclusion Team members

If you've read this far, but not seen the role for you, you'd make a great addition to our UK Inclusion team, our group of passionate and knowledgeable volunteers who support our Equity, Diversity & Inclusion work in a wide range of different ways. There are different ways of getting involved to take into account the amount of time you have (or haven't) got to give.

What's in it for me?

Supporting and leading volunteers provides so much more opportunity and experiences than with employees, what you can gain by doing this can be a great asset for your professional life as well as in Scouts. The challenges and issues that you find ways to tackle will stretch you as an individual and as a leader and you'll find yourself discovering new things that you are capable of achieving.

Our work is all about people and one of the incredible benefits of volunteering in any role in Scouts are the teams of people you get to work with. You will join an incredible team of dedicated people leading Scouting across the UK. You will get to inspire, motivate, shape and support the development of this team, building friendships and establishing a sense of belonging, focused around our mission for young people.

If you get a kick out of seeing things happen, achieving success and making a positive impact to a wide audience then volunteering in this team definitely provides all of that. You will get to see the

difference that Scouts makes to so many young people's lives on a national scale, helping them developing skills for life, fostering friendships and providing so many incredible and unforgettable experiences.

And if you're reading this thinking that it all sounds quite exciting and something you'd quite enjoy doing, but maybe you're worried about the timing or you might think there is someone else who would be better for the role, ask yourself if not me, then who? If not now, then when?

How we support you

Whatever role you choose, we want to make sure you feel supported, empowered, and that you enjoy your time volunteering beyond your local community, at a UK level. You'll be part of a friendly team of volunteers and staff members who will support you in your role. We will cover your expenses (according to the expenses policy) and support any other adjustments we can make to enable you to volunteer with us.

We have a newly launched induction programme to help all members of the UK Volunteer team understand how things work at a UK level and hopefully also feel supported to do their best in their role.

Further information

For more information, or for an informal chat about the role, please contact CJ Ledger, Deputy UK Chief Volunteer at cj.ledger@scouts.org.uk



CJ Ledger
Deputy UK Chief Volunteer



Philippa Ward
Executive Director of
Strategy & Transformation

How to get involved

Process

For the **UK Lead Volunteer for Inclusion**, you can apply for the role yourself using the application form, or nominate someone else using the nomination form. Nominated people are under no commitment to apply unless they wish to. Apply or nominate online:

[Apply yourself](#)

[Nominate someone else](#)

For the **team leaders** and **team members** you can express an interest in these roles by completing [this online form](#)

A search group has been put together to oversee this process and will review all applications and nominations for the UK Lead Volunteer role in order to make decisions as to who to invite to take part in the selection process.

Search Group

The search group undertaking the process to identify a new UK Lead Volunteer for Inclusion is comprised:

- CJ Ledger, Deputy UK Chief Volunteer
- Philippa Ward, Executive Director for Strategy & Transformation
- Rosie Ellingham, Interim Head of Equity, Diversity & Inclusion
- Graham Coulson, UK Inclusion team volunteer
- Caroline Jewell, EDI Programme Sponsor
- Yousif Eltom, UK Race Equity Advisor

Key dates

The closing date for applications is **Friday 5th July 2024 at 12 noon**.

We'll aim to get back to you with further information about what happens next by Monday 15 July.

For the **UK Lead Volunteer** we'll be holding a virtual selection event on **Saturday 20 July** (exact details to be confirmed).

There will be a final round of virtual interviews with CJ Ledger (Deputy UK Chief Volunteer), Philippa Ward (Executive Director of Strategy & Transformation) and Yousif Eltom (UK Race Equity Advisor) at a mutually convenient time shortly after the selection event.

For potential **team leaders**, we're hoping to include you in the selection event on **Saturday 20 July**. However final interviews will take place with the newly appointed UK Lead Volunteer for Inclusion and Head of Equity, Diversity & Inclusion.

For potential members of the UK Inclusion team, there will be selection events in the Autumn once the UK Lead Volunteer has been appointed.

Role Description:

UK Lead Volunteer for Inclusion

Anyone aged over 18 who currently is or are willing to become a member of The Scout Association is eligible to apply for this role.

Purpose of the role: Lead the UK Inclusion team to support our volunteer leaders to provide welcoming and inclusive spaces for young people to take part in Scouts. Contribute to the development and delivery of the Equity, Diversity and Inclusion programme of work and the development of the new strategy for Scouts with a focus on a more diverse membership, improved public perception of our diversity and better links with community leaders.

Provide advice to the UK Leadership Team, Strategy & Delivery Committee and other teams on emerging priorities and themes to support our long-term vision and strategic objectives.

Appointed by: Deputy UK Chief Volunteer (working with a selection panel on behalf of the UK HQ Volunteer Support Team)

Responsible to: Deputy UK Chief Volunteer

Responsible for: UK Inclusion team

Main Contacts:

- UK Leadership Team (UKLT), including the UK Chief Volunteer
- UK Race Equity Adviser
- Executive Director of Strategy & Transformation and other members of the Executive Leadership Team (ELT)
- Equity, Diversity & Inclusion Programme Sponsor and Programme Board
- Headquarters' staff teams including the EDI, Volunteering Experience and Growth & Communities teams
- Members of the Strategy & Transformation and Operations Directorates Leadership Team (DLT)
- Volunteer colleagues in UK People, Programme & Perception teams
- The appropriate Volunteers in the Scottish, Welsh and Northern Ireland Headquarters teams

Key tasks:

- To motivate, lead and manage an effective team of volunteers
- Provide leadership and co-ordination of the UK inclusion team's work, ensuring that the teams work to clear and agreed plans.
- Contribute as a member of UK Leadership Team and national meetings
- Contribute to national policy developments across the range of UK activities
- Help ensure the implementation of policies agreed by the Trustee Board and its Committees

- Meet with the relevant staff support on a regular basis to review operational matters

Time commitment:

As a rough guide, there will be approximately 8-10 weekends (or part weekends a year) including quarterly meetings of the UK Leadership Team as well as other events which include Gilwell Reunion (September), the day of celebration at Windsor (April), and the joint UKLT, Trustees and Nations meeting (October). In addition you'll also chair regular meetings with the UK Inclusion Team, attend subject or role specific events across the UK, and on an ad-hoc basis represent the UK Leadership Team at County or Regional Conferences, AGMs or similar events.

During the average week it will be 6-8 hours to manage emails and attend virtual meetings (usually in the evenings, although sometimes these might be during the typical working day).

Terms of appointment:

The appointment is for an initial term of 2 years (subject to annual review with the Deputy UK Chief Volunteer), with the potential for re-appointment for a further period.

This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with the Association's Expenses Policy will be paid.

In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake a manager Wood Badge.

The applicant must become a member of The Scout Association including successful conclusion of our vetting process and making the Promise.

What we need from you (Person Specification)

Skills and abilities

- You can lead and motivate others.
- You can organise people to get things done.
- You can prepare reports and give presentations on relevant topics.

Knowledge and experience

- You'll have an interest, knowledge, or experience of Equity, Diversity and Inclusion
- You'll have experience of Scouts, as a volunteer leader, youth member or parent/carer of a youth member

Personal qualities

- Passionate and enthusiastic about the role.
- Open to new ideas and motivated to deliver change.
- Approachable at all reasonable times.
- Committed to the Values and Fundamentals of Scouts.
- Committed to personal development.
- Self-motivated.
- No envisaged barriers to obtaining an enhanced DBS disclosure.

Core Leadership Skill Areas for UK Volunteer Roles

We've identified six core skill areas that enable good leadership in Scouting:

1. Providing direction

A good leader will create a vision for Scouting within their area of responsibility and provide clear leadership to implement that vision.

2. Working with people

It is vital that a leader can create team spirit amongst the other volunteers they work with, and can form effective working relationships based on trust and the Values and Fundamentals of Scouting.

3. Achieving results

Good leaders in Scouting ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between different teams in Scouting.

4. Enabling change

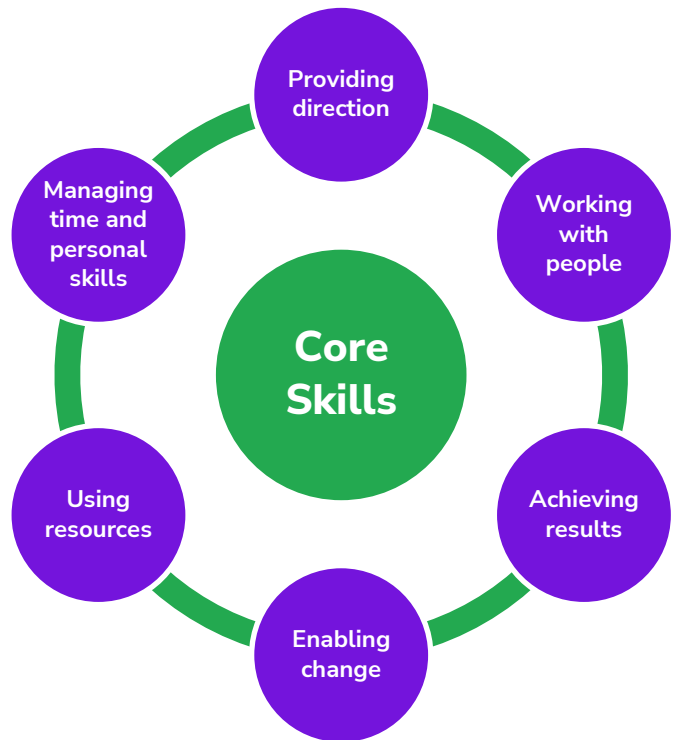
It is important to encourage volunteers to think of creative ways to improve Scouting within their area of responsibility. They should then provide the support to implement appropriate changes.

5. Using resources

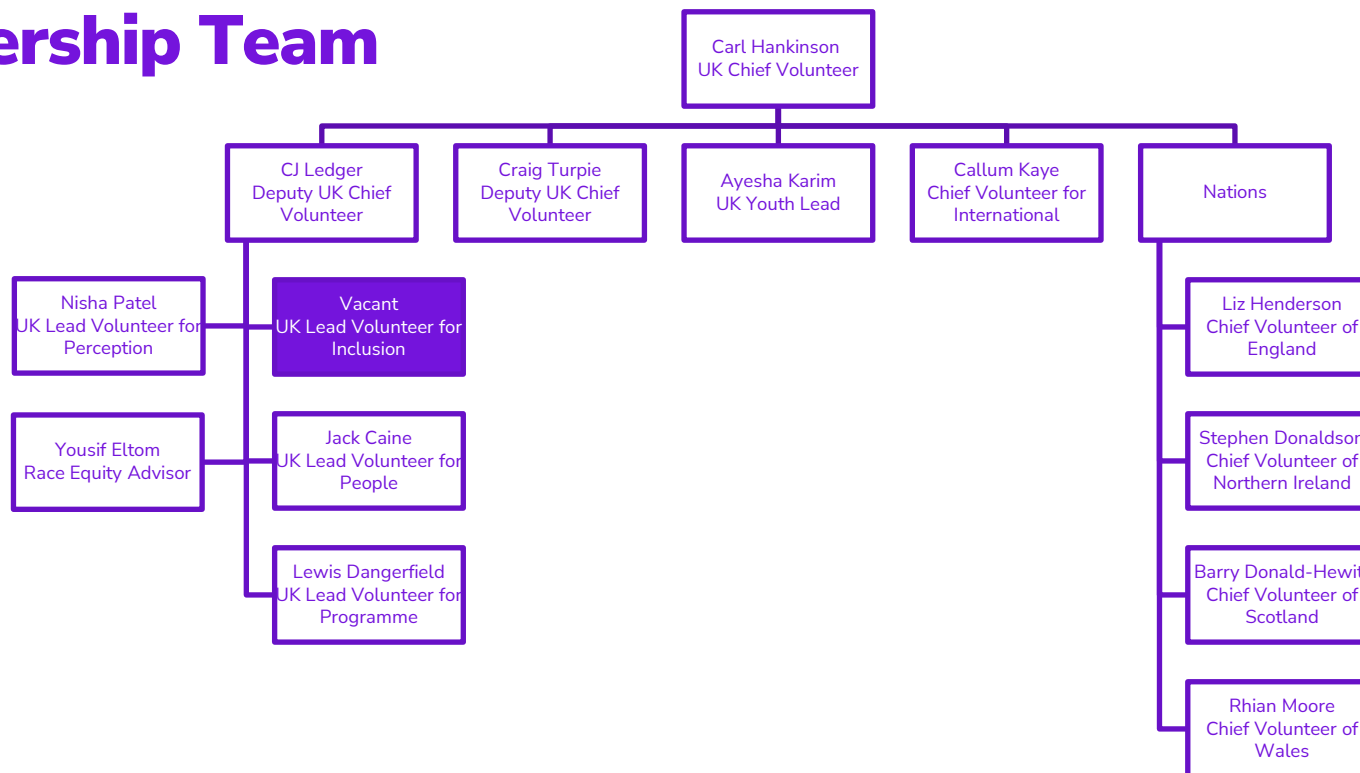
A good leader will ensure that information and resources are available, helping volunteers to continue to provide excellent Scouting opportunities to young people.

6. Managing time and personal skills

A good leader in Scouting should use their time effectively, and be willing to continue to learn and improve their skills.



UK Leadership Team



The UK Leadership team consists of volunteers who provide leadership and support to our membership across the UK and British Scouting Overseas. This is an active team with many new members, some of which are in their first national role. We work closely together and support each other. This ensures we enjoy what we do and get things done.

We meet virtually (four times a year) and in London (four times a year). Members attend some committees and meet with their own team or multiple teams together to get our work done. We work closely with staff colleagues and large numbers of volunteers.

This is an exciting time for Scouts. Young people need us now more than ever. We need to deliver excellent support to our volunteers and transform Scouts so it remains exciting and relevant for all young people and volunteers. This will ensure our membership reflect UK society. Of course, all this can only be achieved by us acting with integrity, leading well and living by our Scout values.

To be able to make decisions that meet the needs of our diverse membership we would particularly encourage applications from women and from people in Black, Asian and ethnic minority communities who are under-represented in our decision making groups.

Induction for new UK Leadership Team Volunteers

Induction plan delivered by UK Headquarters

A bespoke induction plan will be curated based on the successful appointee's background, skills, knowledge and experience which will include introductions with key UK Headquarters staff and volunteers, led by the UK Chief Volunteer and Deputy UK Chief Volunteers, working with the Chief Volunteering Officer and UK HQ Volunteer Support Team.



More information about Scouts

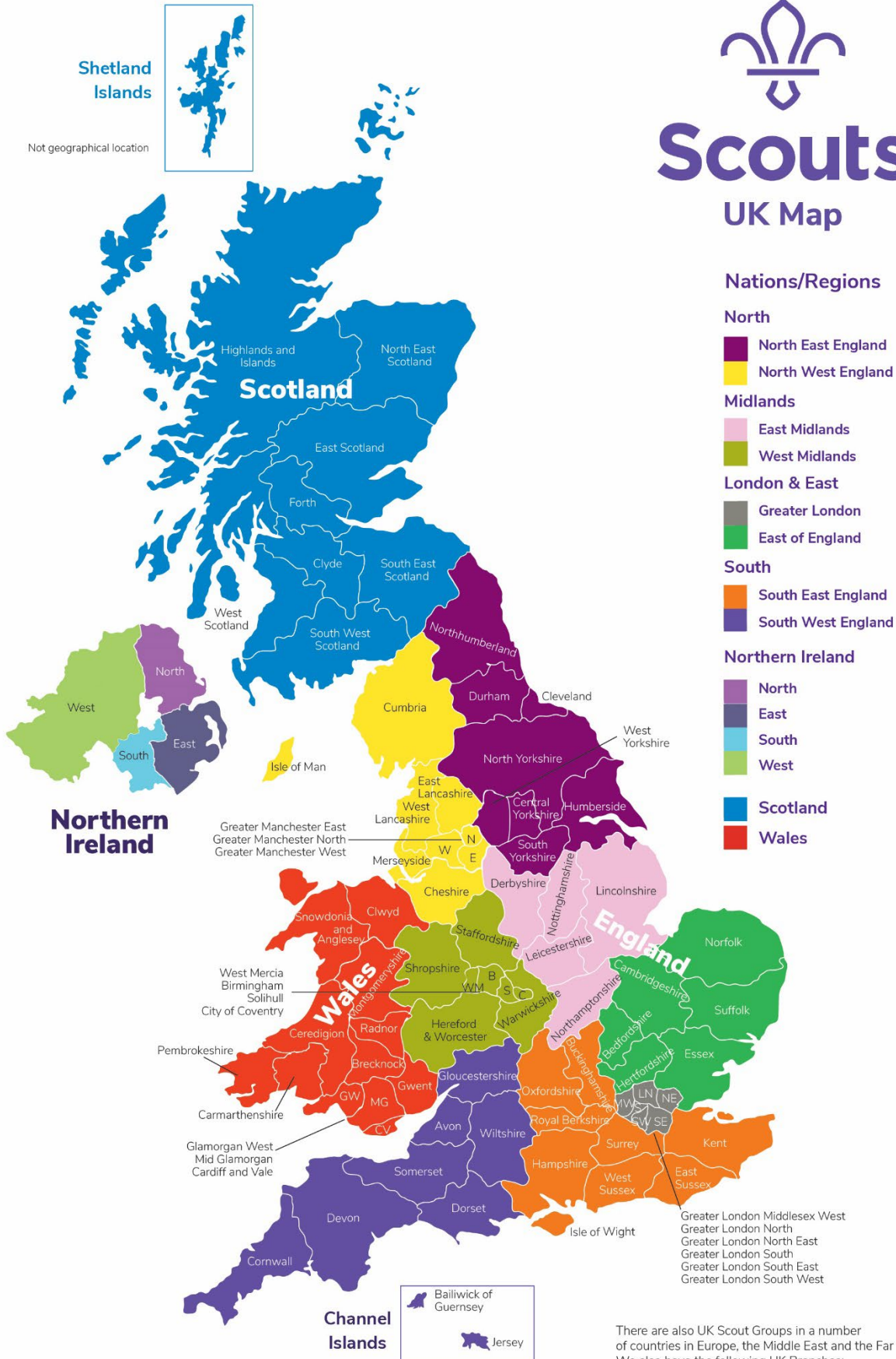
Click on the links below to read more about Scouts, our key policies and our Skills for Life strategy to 2025

- [What Scouts do](#)
- [Skills for Life – our strategy to 2025](#)
- [About volunteering with Scouts](#)
- [Our rules and key policies](#)

Map of UK Scouting



Scouts UK Map



There are also UK Scout Groups in a number of countries in Europe, the Middle East and the Far East. We also have the following UK Branches: Anguilla, Antigua and Barbuda, Bermuda, British Virgin Islands, Cayman Islands, Gibraltar, Montserrat, Solomon Islands, St Kitts and Nevis, Tonga, Turks and Caicos Islands, Tuvalu, Vanuatu.