



# ScoutsCymru

## Inclusion Team

## Volunteers

### **Applicant Information Pack**

*Deadline for applications:*

*11<sup>th</sup> September 2020*



<b>About us</b>	<b>3</b>
<b>Scouting's fundamentals</b>	<b>4</b>
<b>Scouting's key policies</b>	<b>4</b>
<b>Our strategy</b>	<b>5</b>
<b>The teams</b>	<b>6</b>
<b>The role</b>	<b>8</b>
<b>How to apply</b>	<b>10</b>

# 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

The Scouts 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. In Wales we have over 14,000 young people and 6,000 volunteers.

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.

**We're Scouts and everyone's welcome here. All genders, ethnicities and backgrounds.**

# 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 ScoutsCymru Inclusion Team Volunteers are 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/>



# Our Strategy

## Our vision

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



## Our strategic objectives

Growth	Inclusivity	Youth Shaped	Community impact
We believe Scouts changes lives so we want to give every young person in the UK the opportunity to join	Everyone, regardless of their background, should be able to participate in Scouts.	Every young person should be shaping their experience and developing their leadership potential.	Through community impact projects, Scouts makes a difference not just to the individual but to whole communities.

We are so proud of all our amazing volunteers, staff members and young people who have made us such an inclusive movement over the past 112 years and continue to do incredible things. For example in the past year our Specialist Advisors for Inclusion and Diversity (SAID) team have trained hundreds of volunteers in a huge range of different topics across all communities in the UK. We've also held national webinars focused on topics of Autism and Inclusion and launched new modules of online training to help our leaders include even more young people.

But we can't stop here! **We want to include even more young people, in more communities, in more places.** We want to make sure every single young person has the same opportunities to do the awesome things we do every week all over the UK as we develop our Skills for Life!

As you can see **Equality, Diversity and Inclusion** are a big part of our Skills for Life plan and that's why **we need you** to lead us on the next step of our journey!

**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)

# Our ScoutsCymru Inclusion Team

To support us on this journey we are developing three core teams to lead our support for volunteers and young people across Wales. These core teams mirror those that form the UK National Inclusion Team, but with a deeper relevance for Scouting in Wales. More information about our key teams is detailed below.

Training & Resources	Extending Reach	Widening Participation
<p>Working alongside their UK equivalent team, this team will develop training packages and resources for local volunteers across all areas of equality, diversity and inclusion.</p> <p>They will offer support and create amazing resources to make sure our training continues to be high quality and accessible to all. This will enable us to offer even more support for every section leader in every group in every area across Wales!</p>	<p>This team will look to identify ways to enable even more young people to take part in Scouts. It might be that a large faith-based community in a certain locality that doesn't yet have a Scouting provision, or perhaps you could use the opportunity that The Great Indoors has given us to look at alternative ways of delivering Scouting?</p> <p>We'll be looking at what's worked to develop new recruitment &amp; engagement resources. By supporting volunteers and young people to share their successes this team will overcome all barriers to Skills for Life!</p>	<p>We want every young person to shape their own experience and develop their leadership potential, but we know this won't look exactly the same for every young person.</p> <p>This team will develop new and imaginative ideas for widening participation in ScoutsCymru. This will involve speaking to lots of people and trying new things to make Scouts even more inclusive!</p> <p>Perhaps you could work alongside our event teams to assist them with their Equality Impact Assessments and help identify opportunities to make some of our amazing events even more inclusive.</p>
<p><b>If you are:</b></p> <p>Creative, with a strong aptitude for leading training and/or developing inclusion resources</p> <p>Experienced in supporting trainers to develop their practice and/or creating resources to help others develop their skills</p> <p>Highly empathetic and interested in working with parents, young people and our volunteers to create incredible resources and training packages</p> <p><b>This could be the team for you!</b></p>	<p><b>If you are:</b></p> <p>Able to challenge perception, privilege and unconscious bias with confidence and resilience</p> <p>Reflective and empathetic, with experience working with young people and/or volunteers from diverse communities and value lived experiences</p> <p>Enthusiastic and confident in creating networks and forums for people to discuss challenges with honesty and openness</p> <p><b>This could be the team for you!</b></p>	<p><b>If you are:</b></p> <p>Imaginative, can reflect on our strengths and areas for development to lead new projects</p> <p>Flexible and approachable, able to engage with a range of volunteers whilst understanding the complexity or different priorities our leaders have</p> <p>Eager to try new ideas, looking back and looking forward to develop new ways of thinking to have an even greater impact on our communities</p> <p><b>This could be the team for you!</b></p>

Within each team we'll need people with lots of different skills such as:

- Volunteer managers to drive forward and lead our strategic objectives
- Enthusiastic team members to work on specific areas of work with confidence
- Energetic volunteers to support the administrative and technical work of the teams

Further information about the role, the type of person we're looking for and the application process are detailed below. If you've got a passion for Equality, Diversity and Inclusion and think you could make a difference for all our young people by volunteering within our teams and sharing your skills we'd love to hear from you.

# Inclusivity Scout Active Support Units

Inclusivity Scout Active Support Units set up in Wales to support our members (such as a Wales branch of existing UK SAS Units - Muslim Scout Fellowship or FLAGS) would form part of the ScoutsCymru Inclusion Team. Each unit would be led by a Unit Manager.

## Assistant Area Commissioners (Inclusion)

Brecknock Carmarthenshire Cardiff and the Vale Ceredigion Clwyd Eryri a Môn Gwent  
Mid Glamorgan Montgomeryshire Pembrokeshire Radnorshire West Glamorgan

### Training and Resources Team

Mirroring the equivalent teams in the UK Inclusion Team, this team will be led by a Team Manager who will be supported by a Deputy Team Manager (Training) and a Deputy Team Manager (Resources). This team will be responsible for reviewing our resources, training packages and the content on our website to ensure that they are fit for purpose, that our language is inclusive and for generating resources and training packages according to the needs identified by our AACs Inclusion and EDI Working Group. This team will also work alongside our Widening Participation and Extending Reach Teams to produce resources and training provisions to support their work and provide consistency.

### Widening Participation Team

This team will be led by a Team Manager. It is absolutely crucial that our Programme provides our Young People and their leaders with the tools that they need to understand Inclusion. This team will assist us in understanding how our programme can reflect our Inclusion strategy, whilst also ensuring that our activities are inclusive. Members of the Widening Participation Team will be asked to support ScoutsCymru Events and Projects, as well as our AACs Inclusion and EDI Working Group to assist in ensuring that our Equality Impact Assessments are comprehensive and assist us in ensuring that all of our members feel valued as a part of our movement and can participate in Scouting.

### Extending Reach Team

The Extending Reach Team, led by a Team Manager, will work closely with our AACs Inclusion, our EDI Working Group and our Scouting Support Officers to find new ways of bringing Scouting to communities across Wales which we aren't currently reaching. We already have some fantastic examples of Scouting provisions set up at Ty Hafan Children's Hospice and the visitors room at HMP & YOI Parc. We can use our knowledge and experience to create new Scouting provisions, whether face-to-face or utilising digital technologies to extend our reach in certain circumstances. The existing model of weekly Scouting doesn't work for some, such as children in care, so this team could explore how to deliver Scouting in new ways.

## Young People

As a Youth Led organisation, it is crucial that the work of each team within the ScoutsCymru Inclusion Team is led by the needs identified to us by our members and their parents and carers. Young People and their parents and carers will be at the heart of everything we do.



## Equality, Diversity and Inclusion Working Group

Subject Matter Experts and Consultants from outside of Scouting have been brought together with some of our trustees to oversee the work of our Inclusion Strategy and is the board which directs the work of the ScoutsCymru Inclusion Team

# The role

## Overview

The ScoutsCymru Inclusion Team is a key part of our delivery of the inclusivity goal within our Skills for Life plan. The team will work across our programmes of work, promoting and championing inclusion at all levels to ensure all young people in all our sections in all our communities achieve Skills for Life!

## Role description

**Purpose:** To support the Commissioner Wales – Inclusion to ensure that all areas of our Inclusion Action Plan are achieved and that the outcomes of the #SkillsForLife strategy become a reality. The ScoutsCymru Inclusion Team roles will be varied depending on the group and the skill-set of the individual members, but will all share a common goal: to realise the goals of our strategic objectives within Equality, Diversity and Inclusion.

**Responsible to:** Commissioner Wales – Inclusion

**Responsible for:** Supporting our Inclusion Volunteers locally and nationally

**Internal contacts:** Young people from communities and groups we serve  
Equality, Diversity and Inclusion Working Group (ScoutsCymru)  
Programme of Work board members from Wales, UK and other nations  
Equality, Diversity and Inclusion Manager (UK HQ)  
Strategic Support Officer (ScoutsCymru)

**External contacts:** National Charities and Community Groups  
Parent groups and representatives

**Key tasks:**

- To support the development of inclusion resources and training
- Work alongside volunteers within the different Programmes of Work to develop training and resources in line with the #SkillsForLife Strategy
- Encourage the empowerment and engagement of volunteers and young people within all areas of Equality, Diversity and Inclusion

**Time commitment:**

- Approximately 2-4 hours per week to manage administration (email and telephone calls primarily) and the development of core inclusion priorities
- Attendance at Team Meetings, we expect these to primarily online, however there will be a number of meetings across Wales, and occasionally further afield, which will require attendance as part of the role.

**Terms of appointment:** This appointment is reviewed annually.

**Expenses:** All out of pocket expenses will be reimbursed in accordance with the ScoutsCymru expenses policy. Expenses should be agreed in advance with the line manager.



## Person specification

### Skills and abilities:

- Able to proactively champion and challenge inclusion at all levels of ScoutsCymru, inspiring and motivating our volunteers
- Able to keep up to date with current trends, research, developments and advice within Equality, Diversity and Inclusion, communicating these effectively
- Able to promote our Youth Shaped movement, ensuring the empowerment and engagement of young people and young leaders within all areas of Equality, Diversity and Inclusion
- Able to be reflective and self-aware, recognising when specialist advice is needed
- Able to promote and ensure the rights and dignity of all members are respected and celebrated
- Able to build effective working relationship with team members, including national volunteers, SCHQ and UKHQ staff, local volunteers, charitable organisations, young people and parents
- Able to develop effective relationships (both within the Movement and with specialist organisations).
- Able to negotiate and represent the views of ScoutsCymru rather than their own.
- Able to communicate ideas well either digitally or verbally, depending on the role
- Able to manage time effectively

### Knowledge and experience:\*

*\* We don't expect all volunteers to be experts in all areas on inclusion - applicants should indicate which areas they have experience in!*

- An understanding of the structure and working practices of The Scout Association.
- Understanding of The Scouts fundamentals, rules, guidance and key policies
- Experience and understanding of how to implement reasonable adjustments to respond to the needs of individual members removing or reducing any barriers to support access to The Scouts
- Knowledge of a number of areas of equality, diversity and inclusion in relation to young people and/or volunteers
- Experience providing advice, guidance or information to others on topics of Equality, Diversity and Inclusion

### Personal qualities:

- A strong commitment to The Scouts values and policies
- Personable and approachable
- Able to engage with meetings online and travel as required within the role
- Have the time available, amongst other commitments, to commit to the workload of this key area of our strategic development

In common with all Wales appointments, the successful candidate will be assigned a Training Adviser and will undertake a manager wood badge. The applicant must become (or already be) a member of the Scouts including successful conclusion of our vetting process and making the Promise.

# How to apply

## Key dates

- Applications are due by 11<sup>th</sup> September 2020
- If your application is successful, group activities together with telephone/Zoom interviews and face-to-face interviews will take place at a suitable time for both applicant and the search team during September/October 2020.

## Process

Please fill in the online application form. If you require a paper copy of the application form please contact Helen Atkinson, Strategy Support Officer – [helen.a@scoutscymru.org.uk](mailto:helen.a@scoutscymru.org.uk)

This is an open recruitment call to for a number of roles across the team. During the recruitment process your skills and abilities will be matched to positions available within the team. As part of the process you will have the opportunity to discuss your preferred role. Just like in any of our amazing Scout groups we need people with all different kinds of skills to make our team!

Please ensure you read the person specification section and team specific guidance, making it clear in your application how you meet these. If you are interested in a particular role within the team then please make a note of this within your supporting statement, highlighting your experience in this area (for example if you are looking for a role within our training team you should highlight your strengths, qualifications and experience in training).

## Further information

If you require any further information about the process or the roles, please contact Gareth Tanswell, Commissioner Wales - Inclusion on [gareth.tanswell@scoutscymru.org.uk](mailto:gareth.tanswell@scoutscymru.org.uk)

