

Role Description – Equality, Diversity and Inclusion Lead

Overview

At Scouts, we're open to all. Our main priority is to make sure that everyone, be that our young people or our volunteers, feel welcome and comfortable to take part.

The Lead Volunteer for Inclusion is responsible for promoting and championing equality, diversity, and inclusion and providing advice and guidance. This individual works closely with volunteers to support scouting, creating and promoting a more inclusive environment

Main Tasks

- **Champion** – Champion Inclusion across Wales working closely with Scouts HQ
- **Support** – Provide support to regions, areas and districts to develop their approach to inclusion. Working along side Area EDI Leads.
- **Learning** – Develop and deliver learning events on E,D and I to increase awareness and understanding of EDI issues
- **Lead on** the development and implementation of EDI strategies and action plans within the local Scouting community.
- **Advise and support** leaders, volunteers, and members on best practice related to equality, diversity, and inclusion.
- **Recruitment** - Work with the recruitment team to ensure that volunteer and youth member recruitment processes are inclusive and accessible.
- **Resolutions** - Act as a point of contact for EDI concerns, supporting the resolution of issues and signposting to appropriate support where necessary.
- **Progress** - Monitor and review EDI progress, collecting feedback and reporting regularly.
- **Collaborate** with external organisations and partners to share best practice and access relevant resources.

Responsible to Wales Development and Support Lead

Main Contacts ScoutsCymru Senior Leadership Team
ScoutsCymru Leadership Team
Area Development Teams

Person Specification

- Detailed knowledge and understanding of equality and diversity
- Experience of providing advice and training on equality and diversity with specific focus on scouting
- A strong commitment to the values of Scouting and to promoting equality, diversity, and inclusion.
- Excellent communication and interpersonal skills, able to engage with people from all backgrounds.
- Ability to influence and motivate others, working collaboratively as part of a team.
- Organisational skills, with the ability to manage projects and deliver training.

- Willingness to undertake relevant training and keep up to date with EDI best practice.
- Be able to work well in meetings
- Possess good presenting and facilitating skills
- Be articulate
- Confident public speaker
- Accept the policies and rules of The Scout Association
- Be willing to become a member, take The Scout Association Promise and wear the Scout Uniform
- Accept and promote Scouting's fundamentals and the implementation of the youth programme

Benefits of Volunteering

- Gain valuable experience in volunteer management and recruitment.
- Develop professional skills in communication, networking, and project management.
- Make a meaningful impact in the community and contribute to Scouting
- Be part of a supportive and passionate team.
- Receive recognition for your contributions.