



Use your skills to
help young people
gain theirs.

16th Lancaster (St. Paul's) Group Scout
Leader (GSL) Applicant Pack



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About Us

We're Scouts and everyone's welcome here. All genders, races and backgrounds. Every week we give almost half a million people aged 6-25 the skills they need for school, college, university, the job interview, the important speech, the tricky challenge and the big dreams: the skills they need for life.

At a time when communities are becoming more divided, we bring people together. When many young people are struggling to find purpose and belonging, Scouts helps them develop skills, confidence and a sense of hope. We inspire positive futures and help young people find their place in the world by developing the character, employability and practical skills they need to succeed.

'Scouts made me a do-er and a give it a go-er. Made me question and listen and have a wide-open mind. Scouts made me take a deep breath and speak up. Made me think on my feet, made me see the big picture, made me ignore the butterflies and go for it. Scouts made me get back up and try again. Made me think about what's next, and plan for it. Made me jump in, get muddy, give back and get set.'



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?

Helping young people develop skills for life 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.

Our Strategic Plan

By 2023 we will have prepared more young people with skills for life, supported by amazing leaders who deliver an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

Society is changing. In often fragmented communities, the pressures and expectations on young people are increasing. The future is uncertain. Scouts has never been so important in helping young people prepare for the future, developing the skills they need to succeed in a changing world. Each week almost half a million young people enjoy fun, friendship and outdoor adventure. They develop a sense of optimism and strong values as well as the leadership and team working skills that are more valuable today than ever.

Our movement achieves remarkable things. Our previous plan, Scouting for All, inspired new Groups and sections to start in an additional 834 areas of deprivation since 2013. We now help over 460,000 young people aged 6-18 (including the highest number of girls in our history) get the best possible start in life.

Now we want to go further. Skills for Life is a strategy that supports and empowers our volunteers who are the people that make Scouts a reality. It's a strategy to bring communities together and contribute towards a better society. But most of all, it's a strategy for young people. They deserve the best skills, the best support, and the best possible futures.

Skills for Life

Our plan to prepare better futures 2018-2023

Our vision

By 2023 we will have prepared more young people with skills for life, supported by amazing leaders who deliver an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

Our mission

Scouting actively engages and supports young people in their personal development, empowering them to make a positive contribution to society.

Our values

We act with care, respect, integrity, cooperation, exploring our own and others' beliefs.

Our goals

We will achieve the following goals against our four objectives:

Growth

- 50k more young people
- 10k more Section Leaders
- 5k more Young Leaders

Inclusivity

- The demographic of adult volunteers reflects society
- In 500 more areas of deprivation

Youth Shaped

- 250k young people shape their Scouting each year
- 50% young people achieve top awards

Community Impact

- 250k young people making a positive impact in their local communities each year
- 50% young people achieve top awards

Our three pillars of work

To meet these objectives, we will focus on three pillars of work:

Programme

A fun, enjoyable, high quality programme consistently delivered and supported by simple (digital) tools.

People

More, well trained, better supported and motivated adult volunteers, and more young people from diverse backgrounds.

Perception

Scouting is understood, more visible, trusted, respected and widely seen as playing a key role in society today.

'I believe that Scouts empowers young people. It gives them skills to achieve the remarkable, and opportunities to develop a deeper understanding of the rapidly changing world.'

Tim Kidd, UK Chief Commissioner

Our Values

Integrity

We say what we mean and when we make a promise, we keep it.

Respect

We listen to others, explore our differences and work to find common ground.

Care

Scouts are friends to all and think of others before themselves.

Belief

We believe passionately in improving the lives and life chances of young people and helping them explore and develop their beliefs and attitudes.

Cooperation

Scouting is about teamwork. We believe that when we work together we achieve more than we can on our own.

Our Key Policies

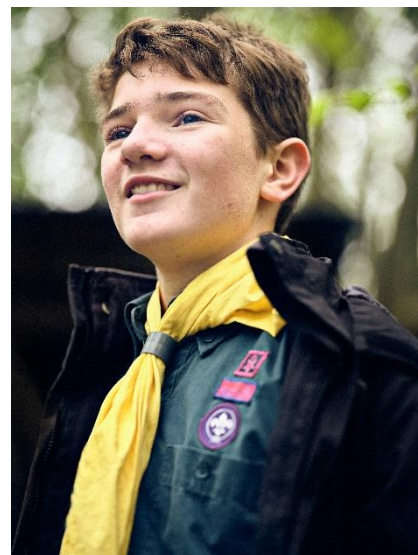
All members follow our key policies. The policies cover:

- Child Protection
- Equal Opportunities
- Religion
- Safety

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

Did you know?

- 9 out of 10 parents think their children would benefit from learning skills for life
- 83% of parents think Scouts helps young people develop skills for life
- 9 out of 10 UK adults think Scouts develop empathy
- 9 out of 10 UK adults think Scouts develop active listening skills
- 11 of the 12 people to walk on the moon were Scouts.
- Scouts have stood on the summit of Everest and at the South Pole.
- Scouts are public spirited – all our leaders are volunteers and nearly half (47%) volunteer outside of Scouts too.
- Over 160,000 adult volunteers in Scouting learn new skills, make new friends and make a positive impact in their communities.
- We offer over 200 activities from abseiling and coding to drama and water-zorbing.
- Over a quarter of UK Scouting's membership is female.



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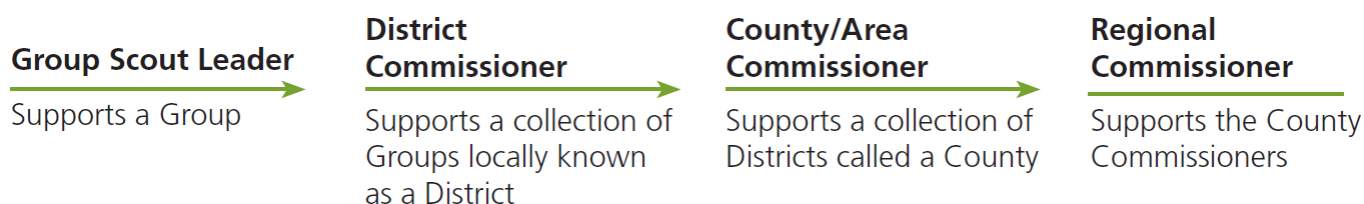
The Role

Volunteering

Volunteering for us is easy, fun and offers many opportunities for gaining externally recognised qualifications. Why not strengthen your CV while making a real impact on the lives of young people? How much time you give is up to you, and you don't need any previous experience. We have a huge variety of roles to suit everyone, and whatever you choose, we'll make sure you're properly trained and supported.

Scouting in your area

The line management structure in your area will be as follows:



These people have responsibility for a number of things – developing Scouting, ensuring safety, and that the policies of The Scout Association are upheld. They also manage and support adult volunteers in Scouting. For any adult in Scouting, their 'line manager' will always be a regular point of call for support.

Thank you for your interest in volunteering with The Scout Association. Contained in this pack is a role description and person specification for the role above. If you think you know just the right person for this role, or are interested in the role yourself, please complete the nomination form at the end of the document and send it to the person named there.

Overview

We're looking for someone with management skills or who wishes to enhance their management skills. Want to give something back to the community? As Group Scout Leader you will support and guide adults through their Scouting journey and ensure that young people locally can access the best possible Scouting.

Role description

Purpose:

- To manage and support the Scout Group and its leaders to ensure it runs effectively and develops in accordance with the rules and policies of The Scout Association.

Appointed by:

- District Commissioner

Responsible to:

- District Commissioner (or Deputy if appropriate)

Responsible for:

- Ensuring that the Scout Group thrives and has the best systems in place to support Group development.
- Provide line management and support to the leaders and adult volunteers in the Group, including setting objectives and holding regular reviews and meetings.
- Ensure that a challenging, exciting and balanced programme is offered to young people in the Group.
- Work with key contacts to ensure that the District thrives and supports Groups.
- Some of the tasks for which the Group Scout Leader is responsible may be delegated.

Key tasks:

Provide direction

- Lead by example to promote a co-operative culture of working.
- Create a vision for the development of the Group, with realistic goals and targets, which takes into account the strategic objectives of The Scout Association and the plans for your District.
- Develop a plan to implement, and regularly review this vision.
- Lead, inspire and motivate all adults volunteering in the Group.
- Ensure that everyone in the Group follows The Scout Association's policies and rules.

Work with people

- Develop good working relationships, based on Scout values, with adults in the Group and others in Scouting.
- Plan and ensure that suitable adults are recruited to work in appropriate roles.
- Support adults in the Group to develop by:
 - completing formal training requirements
 - learning on the job
 - trying new skills
 - and addressing problems affecting performance.
- Address conflict as it occurs and reduce the likelihood of it happening through good communication and other methods.
- Run effective leaders' meetings and participate fully in the Group Executive and District meetings.
- Ensure that adults perform to agreed standards and, if serious problems occur, that correct procedures are followed in consultation with the District Commissioner.
- Carry out effective reviews and reassign or retire people if necessary.
- Build and maintain collaborative relationships with other relevant organisations in the local area.

Achieve results

- Complete projects for which you are responsible to a prearranged standard.
- Satisfactorily resolve problems and issues raised by adult and youth members and by parents or carers of youth members.

Use resources

- Manage the Group's budget as part of the Executive Committee.
- Work with the Executive Committee and leaders to ensure that the Group's meeting place and equipment are safe, and that adult volunteers act in a responsible manner.
- Work with Section Leaders and the Executive Committee to ensure that the Group has sufficient physical resources to support the programme.
- Work with adults and youth members to maximise the positive impact that the Group has on the environment.
- Make decisions about matters within the Group based on the best available information.
- Ensure that all adults in the Group are provided with correct information, in a timely and efficient manner.

Manage your time and skills

- Ask other adult volunteers for feedback about how you carry out your role.
- Regularly check how you use your time and identify improvements so that you focus on the goals and priorities, as agreed with the District Commissioner.
- Identify the skills and knowledge that you need to develop or improve and the steps you will follow to do so.
- Attend national, regional, County/Area and District Group Scout Leader meetings, workshops and events.

Time
commitment:

Variable (Normal 5-10 hours per week)

Terms of
appointment:

You must complete the relevant training (Wood Badge) within three years of taking the role. You must also be eligible for charity trustee status (as a member of the Group Executive Committee).

Person specification

Essential:

- Ability to manage adults effectively.
- Excellent written and oral communication skills.
- Ability to provide effective advice and guidance to others.
- Ability to build, maintain and facilitate effective working relationships with a wide range of people.
- Ability to negotiate compromises.
- Ability to plan, manage and monitor own tasks and time.
- Ability to construct and implement long-term plans and identify any training, resources and other needs required for this work.
- Basic computer software knowledge.
- An understanding of the needs of adult volunteers.
- Flexible approach.
- Self-motivated.
- Able to work as part of a team and promote good teamwork.
- Resourceful, energetic and enthusiastic.
- Acceptance of the Fundamentals of Scouting.

Desirable:

- Understanding of working in the voluntary sector.
- Experience of working with young people and/or community work with adults.
- Experience of working in the Scout or Guide movement.



How to Nominate / Apply

If you think you know just the right person for this role, or are interested in the role yourself, please send the following details to Jon Minshull (Deputy District Commissioner) by email (jon.minshull@lonsdalescouts.org.uk) no later than **31st January**:

- Nominee / Applicant Name *
- Nominee / Applicant Email Address *
- Nominee / Applicant Phone Number *
- Please explain why this person is suitable for this role, including relevant professional and voluntary experience from inside or outside Scouting (refer to role description)
- Please describe the relevant skills that this person has for the role (refer to role description)
- Please outline why you felt motivated to complete the nomination/self-nomination.
- Nominators Name **

* denotes a mandatory requirement

** denotes a mandatory requirement for nominations only, its is not required if self-nominated

Further information

For further information about the role please feel free to contact one of the following:

Jon Minshull – Deputy District Commissioner – jon.minshull@lonsdalescouts.org.uk – 07917273309

Mandy Sweet – District Commissioner – mandy.sweet@lonsdalescouts.org.uk – 07950781983