



Preparing young people with skills for life.

**District Youth Commissioner (18+)
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.

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'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.



The role

Overview

Young people working in partnership with adults in Scouting has always been a unique aspect of Scouting, right from the very beginning. Baden-Powell was a huge advocate of learning by doing. This included building leadership and development skills in young people through active participation in the delivery of their own Scouting journey.

Youth Shaped Scouting not only improves the way we Scout, but also develops the skills and experiences of the young people involved. Learning to lead, speak up and be heard, and work towards improving something you are passionate about are all incredible learning experiences, for Beavers right the way through to our Network members.

As District Youth Commissioner, you will champion, encourage and lead the work to ensure that, by 2023, Scouting in the District is shaped by young people in partnership with adults. This will be achieved by working in partnership and collaboration with the District Commissioners, District Chair, Group Scout Leaders and wider District Team.

Role description

Purpose:

- As a member of the District Leadership Team, the District Youth Commissioner works in partnership with the District Commissioners and Chair of the District Executive Committee. The role is to ensure that young people from 6 – 25 years are involved and engaged in every decision that shapes their Scouting experience locally and to empower young people to share their ideas and have a meaningful voice in planning, implementing and reviewing their programme and opportunities.

Appointed by:

- District Commissioner (Adult Support)

Responsible to:

- District Commissioner (Adult Support)

Responsible for:

- Deputy District Youth Commissioner(s) and District Youth Form Lead (if appointed)

Main contacts:

- Young people within the District, District Commissioners, District Youth Forum Lead, Deputy District Youth Commissioners, Deputy District Commissioners, Group Scout Leaders, District Explorer Scout Commissioner, District Scout Network Commissioner, Scout Network Programme Coordinators, Assistant District Commissioners, District Chair, members of the District Executive Committee and its sub-committees, County Youth Commissioner and other District Youth Commissioners.

Appointment requirements:

- Must successfully complete the appointment process (including acceptable personal enquiries and acceptance of The Scout Association's policies). During the five months of Provisional Appointment the relevant *Getting Started* modules must be completed. A Wood Badge must be completed during the Appointment, and ongoing safeguarding and safety training must be completed.

Terms of appointment:

- The appointment is made for an initial period of 3 years.
- The role holder must be aged between 18-25 (they must take up the appointment before reaching their 25th birthday).

Expenses:

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

Key tasks:

Supporting youth shaped Scouting in the Programme

- Visit Section Meetings to talk and inspire young people and young adults about youth-shaped Scouting and what is happening within their District.
- Support Groups and Sections to provide local youth engagement opportunities including forums and ensure that all programmes are shaped by young people in partnership with adults.
- Together with the District Scout Network Commissioner and Programme Coordinators, encourage Scout Network members to shape and lead projects and activities for the District Scout Network.
- Encourage youth leadership at all levels within Groups and Sections (Young Leaders, Sixers & Seconders, Patrol Leaders & Assistant Patrol Leaders etc.)
- Work with other members of the District Team to support Leaders and other adult volunteers to embed youth shaped Scouting.
- Promote participation in the YouShape Award across all sections (when launched).

Developing Young People

- Work with other adults to identify, encourage and develop talented young people and young adults who wish to become more involved in shaping Scouting.
- Provide support to 18-25 year old members on Executive Committees.
- Increase the role and participation of young people in the leadership and management of the District.

Embedding Young People in Local Decision Making

- Work with all members of the District to ensure that the views of young people are represented in decision making.
- Encourage the creation and greater participation in meaningful Youth Forums
- Appoint, support and manage a Youth Forum Lead.
- Ensure that recommendations from the Youth Forum to the District Executive Committee and District Team are considered and appropriately implemented and that an effective method to provide feedback on outcomes to the Youth Forum is in place.

Wider Engagement

- Establish a robust method of communicating with the District Commissioner and young people within the District.
- Work as a key part of the District Leadership Team contributing and taking an active part in the delivery of the District Development Plan.
- Work with the County Youth Commissioner to develop youth-shaped Scouting within the County, providing feedback to adults and young people.
- Work with other local Youth Commissioners to feed into the UK Youth Commissioner Team including taking part in national training and conference opportunities (often virtual).

Person specification

Skills and abilities:	• Ability to lead teams	E
	• Excellent written and communication skills	E
	• Be computer literate	E
	• Be self-motivated and be able to motivate others positively	E
	• Able to work well in meetings	E
	• Excellent presenting and facilitating skills	E
	• Ability to work and engage with young people aged 6 – 25	E
	• Ability to work and engage with adult members	E
	• Be articulate	E
	• Ability to speak publicly	E
	• Ability to be persuasive	E
	• Ability to work within predefined limits (for examples timescales and budgets)	E
	• Ability to accept and positively respond to responsibility	E
Knowledge and experience:	• An understanding of The Scout Association's structure and procedures	D
	• Previous experience of youth involvement/participation	D
Personal qualities:	• Accept the policies and rules of The Scout Association	E
	• Willingness to become a member, take The Scout Association Promise and wear the Scout Uniform	E
	• Accept and promote Scouting's fundamentals and the implementation of the youth programme	E
	• Have time available, amongst other commitments to commit to the workload	E
	• Ability to meet deadlines	E
	• Be in a position to travel within the District, as required	E
	• A willingness to promote the agreed, viewpoints rather than perpetuate personal views	E
Benefits to you:	• Employability skills	
	• Management experience	
	• Strategic thinking	
	• Key volunteer for a national not-for-profit organisation	
	• Build confidence	
	• Complete leadership and management training	

How to apply

Key dates

The closing date for applications is **Sunday 5th July 2020**.

Process

To apply for this role, please complete the application form which can be found at www.gycscouts.org.uk/dyc-search

Application forms can be returned via email to carol.dillon@gycscouts.org.uk or posted to:

District Youth Commissioner Search, c/o Mrs C Dillon, 68 Cyrano Way, Grimsby, DN37 9SG.

Following the closing date for applications, a shortlist will be generated. Shortlisted applicants may be invited to discuss their application further via an informal online interview.

Further information

If you would like any more information or an informal chat about the role, please contact Carol Dillon, District Commissioner (Adult Support), at carol.dillon@gycscouts.org.uk.

Further information can also be found on the HQ website, at <http://scouts.org.uk/youthcommissionerresources>

