



# Preparing young people with skills for life.

**Become a Trustee:  
Information Pack**



**Scouts**  
Grimsby &  
Cleethorpes

<b>About us</b>	<b>3</b>
<b>Our strategic plan</b>	<b>4</b>
<b>Our values</b>	<b>5</b>
<b>Our key policies</b>	<b>5</b>
<b>The role</b>	<b>6</b>
<b>How to apply</b>	<b>8</b>

# 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.

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**'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.'**

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## 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

## Anti-Bullying

These policies are fully explained on our website at [www.scouts.org.uk/por/2-key-policies/](http://www.scouts.org.uk/por/2-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

## What is a Trustee?

They are a dedicated bunch of volunteers known as the Executive Committee and every Scout Group and District has one.

The Executive Committee in Scouts is like a board of governors in a school. Basically it makes sure that young people get the best possible experience in the area.

The volunteers which make up the committee give their time to ensure the Group or District continues to meet its charitable purpose: safely and legally.

They make sure there's enough money for the volunteers to deliver the programme and that equipment like tents and activity materials are available and safe to use.

## Who can become a Trustee?

Trustees come from all walks of life. Most people can become one, but there are some people who cannot, including:

- under 18s
- undischarged bankrupts
- disqualified company directors

The Charity Commission can provide further guidance and full details on who cannot be a charity trustee – please visit [www.charitycommission.gov.uk](http://www.charitycommission.gov.uk) for more information.

## What does the role involve?

Being an Executive Committee member carries legal responsibilities which should be understood before taking on the role. You are not expected to be an expert in every area, but you are expected to:

- use reasonable care in your work and apply your skills and experience where needed
- act in the best interests of the Scout Group or District and not in your own or others' interests
- ask for professional advice when you need it

The Executive Committee you join will be able to help explain the responsibilities of the role to you.

Basic training covering an introduction to Scouting, its key policies and being a Trustee will be provided and must be completed within five months of joining an Executive Committee. An enhanced DBS check will also be required.

## How much time will I need to give?

On average, Executive Committee members attend four to six meetings a year. The exact amount of time required will depend on the individual Trustee's availability and which actions they agree to take on. There may also be an opportunity to sit on sub-committees which focus on a specific remit or project, though this is by no means compulsory!

## Role description

- Title:**
- Group / District Executive Committee Member (Trustee)
- Outline:**
- Executive Committee members contribute to the running of the Group / District, by providing administrative support, strategic direction, compliance with relevant legislation and completion of the duties set out in The Scout Association's Policy, Organisation and Rules
- Responsible to:**
- The Group / District Scout Council
- 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 usually confirmed at the Annual General Meeting (AGM) and runs until the following AGM.
  - If a member is co-opted onto the Executive Committee at any other time of the year, the appointment will run until the next AGM.
  - At the following AGM, Trustees are then eligible to be re-nominated or re-elected.
- Expenses:**
- This is a voluntary role and unremunerated, however, reasonable expenses in line with the Group / District's Expenses Policy will be paid.
- Key tasks:**
- To be a full and active participant in Executive Committee meetings and activities.
  - To uphold the responsibilities of an Executive Committee as outlined in The Scout Association's Policy Organisation and Rules.
  - Willingness and eligibility to act as a Charity Trustee for the Group / District.
  - Contribute to the strategic aims and future development of the Group / District.
  - An understanding of their own role, and the role of others on the Executive Committee.
  - A commitment to understanding and forming opinions on the key discussion points and responsibilities of the Executive Committee.
  - Willingness to complete various tasks which support the work of the Executive Committee and the aims of the Group / District.

## Person specification

- Skills and abilities:**
- Ability to work as part of a team
  - Strong communication skills
  - Ability to think creatively and solve problems
  - Ability to handle and resolve conflict effectively
  - Willing to speak your mind and listen to the views of others
  - Ability to maintain independent and objective judgement
  - Willingness to contribute to the strategic vision of the Scout Group / District
  - Willingness to make decisions which will further the work of the Group / District

### **Personal qualities:**

- Accept the policies and rules of The Scout Association
- Willingness to become an associate member or member of The Scout Association
- Accept and promote Scouting's fundamentals and values
- Have time available, amongst other commitments to commit to the role
- Ability to meet deadlines
- Willingness to promote the agreed viewpoints rather than personal views

### **Benefits to you:**

- Management experience
- Strategic thinking
- Key volunteer for a not-for-profit organisation
- Build confidence
- Enhance your CV
- Training opportunities

# How to apply

## Key dates

The closing date for applications is **Monday 12<sup>th</sup> October 2020**.

## Process

To apply for this role, please complete the application form which can be found at [www.gycscouts.org.uk/trustees](http://www.gycscouts.org.uk/trustees)

Application forms can be returned via email to [recruitment@gycscouts.org.uk](mailto:recruitment@gycscouts.org.uk) or posted to:

Trustee Search, Cherry Garth Scout Campsite, Scouts Lane, Humberston, Grimsby, DN36 4SF

Following the closing date, shortlisted applicants will be invited to an informal meeting at our District HQ at the end of September to find out more about the role and ask any questions.

## Further information

If you would like any more information or an informal chat about the role, please contact Michelle Oldershaw at [michelle.oldershaw@gycscouts.org.uk](mailto:michelle.oldershaw@gycscouts.org.uk) or leave a message on our answerphone (01472 733733).

Further information can also be found on our UKHQ website, at [www.scouts.org.uk/execcommittees](http://www.scouts.org.uk/execcommittees)