



# **Helping young people do more, achieve more, and be more**

## **14-24 Team Lead Application Pack**

[scouts.org.uk/join](https://scouts.org.uk/join)  
**#SkillsForLife**

  
**Scouts**  
South Ribble

# About us

## Overview of Scouting

We are the UK's biggest mixed youth organisation. We change lives by offering 4- 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.

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## Key facts and figures

The Scout Association 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.

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.

The current focus for the Trustees and those in Scouting in the UK is delivering our strategic vision.

## Our strategy

A new strategic plan for Scouting across the UK is currently nearing completion to secure a strategic direction through to 2027 and to grow on the success of the current plan. Team UK (the team of commissioners that leads Scouting across the UK) will play a key part in leading the delivery of this strategy. More details on the work towards our new plan are available at [www.scouts.org.uk/ourplan](http://www.scouts.org.uk/ourplan)



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**By 2027 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.**

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## 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

<https://www.scouts.org.uk/por/1-fundamentals-of-scouting/>

# Scouting's key policies

In common with all members in Scouting, 14-24 Team Leaders 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 <https://www.scouts.org.uk/about-us/policy/>

## About South Ribble Scouts

We encourage young people to do more, learn more and be more. Each week, we help over 1700+ young people aged 4-25 enjoy fun and adventure while developing the skills they need to succeed, now and in the future. We're talking about teamwork, leadership and resilience – skills that have helped Scouts become everything from teachers and social workers to astronauts and Olympians. We help young people develop and improve key life skills.

Young people in the Scouts take part in an exciting programme of activities from kayaking to coding. They develop character skills like resilience, initiative and tenacity; employability skills such as leadership, teamwork and problem solving; and practical skills like cooking and first aid. And research proves it really works. A 2018 report says Scouts are 17% more likely to show leadership skills and work well in teams. They're a third more likely to support their communities too.

We believe in bringing people together. We celebrate diversity and stand against intolerance, always. We're part of a worldwide movement, creating stronger communities and inspiring positive futures.

We're made up of 22 Groups, each with a Led by Lead Volunteer, a Leadership Team and governed by a Board of Trustees. 8 Explorer Units (14-18) and Scout Network (18-25).

## 14-24 Team - South Ribble Scouts

14-24 Team is in South Ribble District and is made up of 2 sections. It currently has:

- Explorer Scouts Team (14 - 18-year-olds)
  - 8 Explorer Unit Teams
  - Programme Team
  - Welcome Team
- Young Leaders Team
- Scout Network Team (18 - 24 year olds)
  - Programme Team
  - Welcome Team

There are also adults who oversee and run the programme for the young people.

# Our Strategy

As South Ribblr District Scouts, we want to continue...

- Grow
- Be more inclusive
- Be shaped by young people
- Have a bigger impact in our communities
- 

**We have 5 Pillars of work, to help us achieve these goals:**

- **Programme** - A fun, enjoyable 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 across South Ribble.
- **Perception** - Scouts is clearly understood, more visible, trusted, respected, across South Ribble and widely seen as playing a key role in society.
- **Places** - Good quality, affordable, accessible, equipt and practical locations are available to support our programme across South Ribble.

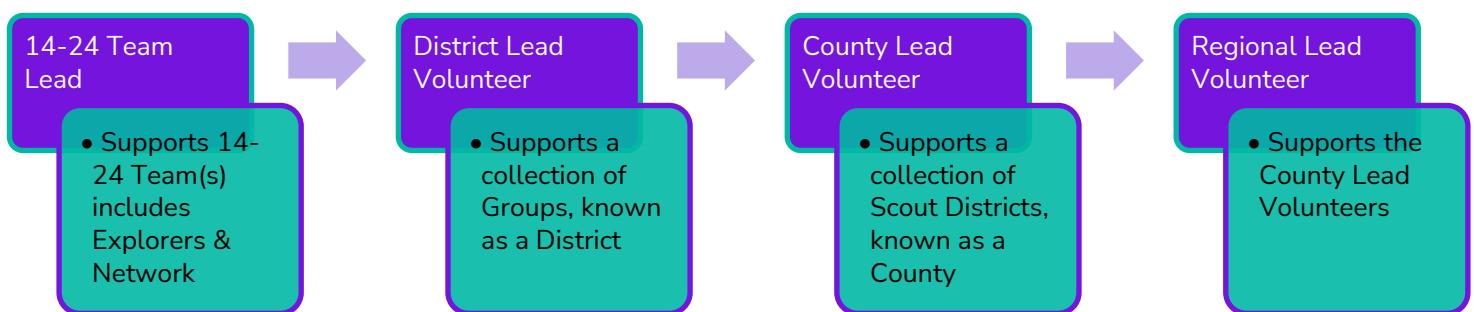
## The current vacancy

We're currently looking for a 14-24 Team Leader. This is a management role, and we need someone who can provide leadership, motivation and guidance to our other adult volunteers.

A large part of this role involves supporting adult volunteers, including those working directly with young people. For any adult volunteer in Scouting, their manager will be a regular point of call for support.

You don't need any prior experience of Scouting to apply for this role: we'll make sure you're fully trained and supported.

The management structure of Scouting is as follows:



14-24 Team Leader support adults who work directly with young people and Scout Network (18-25). They need support to ensure that they are motivated, inspired and focused on providing first-class Scouting. A good manager thanks other volunteers for their hard work and helps to make sure that they feel happy and supported, week after week.

The 14-24 Team Leader will also provide direction for the 14-24 District Team and will help others see the bigger Scouting picture through solid leadership.

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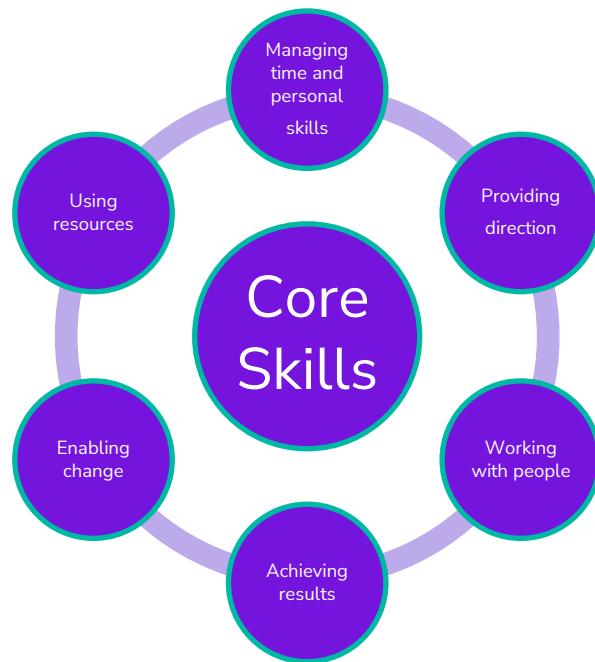
The Team Leader is also a member of the wider District Leadership team, hence the description for this team is also included here for information and consideration.

The final document is the structure of the new team which was agreed at a recent meeting of the district managers. It is not anticipated that this will change until headquarters have completed their review and published their findings.

We believe that everyone in management roles within Scouting should adopt an approach that combines the skills of both leadership and management.

# Core Skill Areas

We've identified six core skill areas that make a good Scouting manager:



## 1. Providing direction

A good 14-24 Team Leader will create a vision for Scouting in the District and provide clear leadership to implement that vision.

## 2. Working with people

It is vital that a 14-24 Team Leader can create team spirit amongst the other volunteers they work with, and can form effective working relationships based on trust and the fundamental principles of Scouting:

- integrity
- respect
- care
- belief
- cooperation

## 3. Achieving results

Good 14-24 Team Leaders ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained, both with the parents of the young people in the district, and within the local community.

## 4. Enabling change

It is important for a 14-24 Team Leader to encourage volunteers to think of creative ways to improve Scouting in the District. They should then provide the support to implement appropriate changes.

## 5. Using resources

A good 14-24 Team Leader will ensure that information and resources are available, helping volunteers in the Explorer Scouts and Scout Network Teams provide excellent Scouting opportunities to young people.

## 6. Managing time and personal skills

A good 14-24 Team leader should use their time effectively and be willing to continue to learn and improve their skills.

# How to apply

## Process

Thank you for your interest in volunteering. On the following pages you will find a role description and the person specification. The 14-24 Team Leader nomination and application forms are [here](#).

You can apply for the role yourself using the application form or nominate someone else using the nomination form. Nominated people are under no commitment to apply unless they wish to.

Shortlisting will be based solely on the information provided by each candidate in their application form. All applications should address the requirements of the role, as laid out in the role description and person specification.

## Key dates

The closing date for applications is 30<sup>th</sup> September 2024.

Interviews will be held shortly after this date.

## Further information

For more information, or for an informal chat about this vacancy, please contact:

Stuart Robinson, District Lead Volunteer

Mobile: 07305 169685

Email: [dlv@southribblescouts.org.uk](mailto:dlv@southribblescouts.org.uk)



# The role – 14-24 Team Leader

## Role description

### Outline:

To manage and support the 14-24 Team and its Leaders to ensure it runs effectively, and that Scouting within the district develops in accordance with the rules and policies of The Scout Association.

### Responsible to:

District Lead Volunteer (or deputy, if appropriate).

### Responsible for:

All adults in the 14-24 Team.

- 14-24 Team Leader (Explorers)
- 14-24 Team Leader (Network)

Other volunteers are automatically members of this team because of their roles in Scouts:

- Section Team Leaders of each section for 14–24-year-olds (Explorer, Young Leader, and Scout Network Section Teams)

### Main Contacts:

- Section Team Leaders and their leadership teams in the district
- Parents/carers of the young people in the Explorer Sections/Scout Network
- Board of Trustees
- Sponsoring authority of the District Team (if applicable)
- Other Team Leaders in the District
- District Lead Volunteer

### Appointment requirements:

Must complete relevant training (Getting Started) within 5 months of accepting the role. It is expected that whilst volunteering for this role you will undertake regulated activity.

### Main Tasks

- The views and ideas of [young people shape decisions](#) in the 14–24 Team and its Sections.
- Section Teams help young people feel welcome and included, and [make changes](#) (when needed) so the environment and activities are accessible for everyone.
- The demographics of young people and adults reflect their local area.
- To meet the needs of 14–24 year olds through the Explorer or Scout Network programme, and creating opportunities to volunteer as a [Young Leader](#).

### Develop our volunteers:

- Make sure any [helpers](#) are briefed on the practical aspects of safety and safeguarding. This includes giving them a copy of the [Yellow Card](#), confirming they've read and understood it. Make sure helpers know who to speak to if they have any concerns.
- Make volunteers aware of [Our Volunteering Culture](#), and make sure they reflect on it, commit to it, and apply it in their teams.
- Work with volunteers to share skills between Section Teams.

## Allocated tasks

Support the 14–24 Sections:

- Make sure all [safety incidents are reported](#) in the right way.
- Make sure any [safeguarding concerns are reported](#) directly to the UKHQ Safeguarding Team.
- Look after first aid kits and accident forms for the Sections and their meeting places.
- Make sure the Sections run smoothly.
- Work with Group and Section Teams to check there are Young Leaders in all Squirrel, Beaver, Cub, and Scout Section Teams.
- Work with the District Programme Team to collaborate on programme elements.
- Look after membership system records for volunteers and young people.
- Look after enquiries for joining and moving between Sections.

**Note:** Some of the tasks for which the 14-24 Team Leader is responsible may be delegated to others in the District.

## Person specification

### Knowledge and experience:

Ability to manage adults effectively	Essential
Understanding of the challenges of working in the voluntary sector	Desirable
Experience of working with young people and/or community work with adult groups	Desirable
Experience of working in the Scout or Guide Movements as an adult	Desirable

### Skills and abilities:

Excellent written and oral communication skills	Essential
Provides advice and guidance effectively to others	Essential
Provides inspirational leadership for the Group	Essential
Can build, maintain and facilitate effective working relationships with a wide range of people	Essential
Enables others to identify issues, clarify objectives, develop attainable objectives and gain the necessary skills and confidence to work as an effective team	Essential
Ability to negotiate compromises	Essential
Plans, manages and monitors own tasks and time	Essential
Can construct and implement long-term plans that improve and expand the Scouting offered to young people, and identify any training, resources and other needs required to undertake this work	Essential
Can use basic computer software	Essential

### Personal qualities:

An understanding of the needs of adult volunteers	Essential
Flexible approach	Essential
Self-motivated	Essential
Able to work as part of a team and promote good teamwork	Essential
Resourceful, energetic and enthusiastic about the job	Essential
Acceptance of the fundamentals of the Scout Movement	Essential