



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

## Programme Support Sub-Team Leader Application Pack

# 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/>

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# Scouting's key policies

In common with all members in Scouting, the Programme Support Sub-Team Leader 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).

## Programme Sub-Team Leader

The Programme Support Sub Team lead is a volunteer responsible for driving our vision of all groups in the district to provide an ambitious programme for all our young people. They support volunteers, shape the programme, influence decisions that we make at Scouts.

You will play a key role in the leadership and management of the district. You need to motivate both volunteers and young people. Tasks may vary, but are likely to include:

- Lead the programme support team

# Our Strategy

As South Ribble 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.

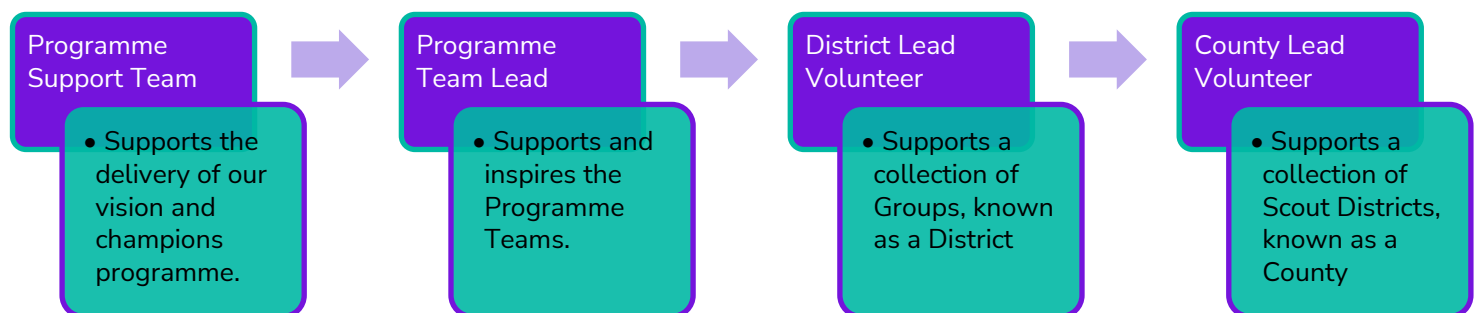
## The current vacancy

We're currently looking for a Programme Support Sub-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:



Programme Support Sub-Team Leader support adults who work directly with young people and Squirrels (4-5), Beavers (6-8), Cubs (8-10.5), Scouts (10.5-14). 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 Programme Support Sub-Team Leader will also provide direction for the Programme Support Team and will help others see the bigger Scouting picture through solid leadership.

The Team Leader is also a member of the Programme 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.

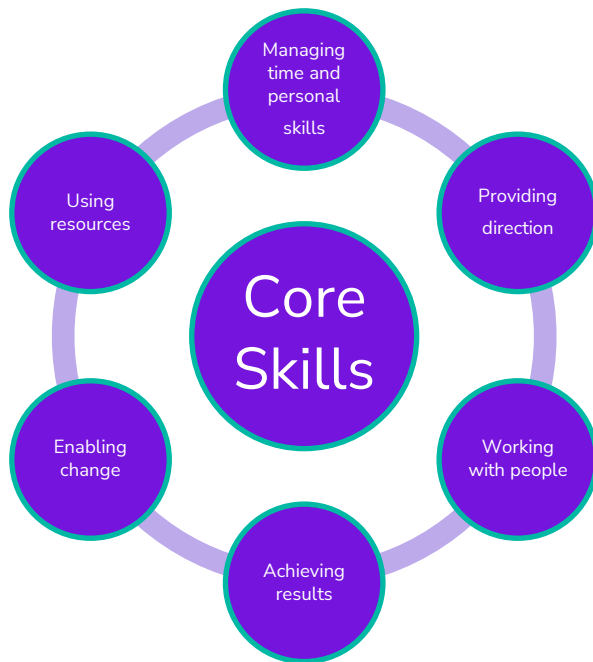
## Programme Team Structure

The management structure of Scouting is as follows:



# Core Skill Areas

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



## 1. Providing direction

A good Programme Support Sub-Team Leader will support a vision for Scouting in the District and provide clear leadership to implement that vision.

## 2. Working with people

It is vital that a Programme Support Sub-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 Programme Support Sub-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.

The Programme Support Sub-team leader is line managed by the Programme Team Leader, who will help you set objectives and work with you towards improving programmes across the district.

## 4. Enabling change

It is important for a Programme Support Sub-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 Programme Support Sub-Team Leader will ensure that information and resources are available, helping volunteers in the Squirrels, Beavers, Cubs, Scouts Teams provide excellent Scouting opportunities to young people.

Being a Programme Sub-Team Leader is an amazing role. As well as helping to drive programmes locally and giving young people a say, you'll also be learning loads of new skills and having fun along the way.

You'll get experience and develop skills that will look seriously impressive on a CV or university application - things like teamwork, communication and organisation, but also experience with governance, working with young people and leading others.

## 6. Managing time and personal skills

A good Programme Support Sub-Team Leader should use their time effectively and be willing to continue to learn and improve their skills.

### Create a positive team environment

- Agree how Team Description tasks are shared among Team Members by considering their skills, interests, and availability.
- Make sure the team puts young people at the heart of what they do, so they can create inspiring teams and brilliant programmes.
- Make sure the team is open and inclusive and adapt team activities and tasks to be accessible to everyone.
- Make sure everyone in the team is safe and following safety and safeguarding procedures.

### 7. Help Section Teams run quality programmes:

- Support all Sections to deliver projects where all young people can have a positive impact in the community.
- Help volunteers with any programme changes, such as new badges and activities, to help young people achieve Top Awards.
- Keep an eye out for any learning that'll help Section Teams deliver a fantastic programme for all.
- Organise programme networking opportunities: Encourage Section Teams to share good practice across the district by creating opportunities to network.
- Help Section Teams access expert advice and support: Make sure: There are skilled people to support Sections' programmes (in areas where volunteers may not be experts themselves).

# 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 Programme Support Sub-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 21<sup>st</sup> March 2025.

Interviews will be held shortly after this date.

## Further information

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

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