
Skills for Life

Group Lead Volunteer Info Pack

1st Hornsea

Beverley and Hornsea District

Our mission

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

Our vision

By 2030 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.

Our strategic objectives

Building on the incredible progress we've made in previous years we want to continue to focus on:

Growth	Inclusivity	Youth Shaped	Community impact
We believe Scouts changes lives so we want to give every young person in the UK the opportunity to join	Everyone, regardless of their background, should be able to participate in Scouts.	Every young person should be shaping their experience and developing their leadership potential.	Through community impact projects, Scouts makes a difference not just to the individual but to whole communities.

Pillars of work

To meet our objectives as a movement we will focus on these three pillars of work:

Programme	People	Perception
A fun, enjoyable, high quality programme consistently delivered and supported by simple (digital) tools	More, well trained, better supported and motivated adult volunteers, and more young people from diverse backgrounds.	Scouting is understood, more visible, trusted, respected and widely seen as playing a key role in society today.

The UK plan contains many exciting initiatives under programme, people and perception which UK headquarters will start to work on.

As a District our priority is to build on the work we are already doing, working towards achieving the goals we have set against the four objectives of Growth, Inclusivity, Youth Shaped and Community Impact. Our plan of action will be to focus on high quality programmes, supporting our leaders and ensuring more young people experience Scouting.

Our plan for the next six years is simple. We will support amazing leaders to deliver an inspiring programme and prepare more young people with skills for life.

About The District

The District Team

- District Lead Volunteer – Jacob Birch
- Programme Team Leader – Richard Whomsley
- Support Team Leader – Joe Dickinson
- District Youth Lead – Katie Burgess
- District Youth Lead – Chris Whomsley
- Volunteer Development Team Leader – Vacant
- 14 – 24 Team Leader - Vacant

Group Leadership Team

- 5th Beverley (Wesley) – Group Lead Volunteer – Darren Burgess
- 1st Molescroft – Group Lead Volunteer – Andrew Sharpe
- Brandesburton – Group Lead Volunteer – Karen Coulthard
- 1st Walkington – Group Lead Volunteer – Vacant
- 1st Cherry Burton – Group Lead Volunteer – Vacant
- 1st Beverley (St Nicks) – Group Lead Volunteer – Vacant
- 1st Leven – Group Lead Volunteer – Vacant
- 1st Hornsea – Group Lead Volunteer – Vacant

Application Contact Information

If you have any questions or accessibility requirements when viewing or considering applying for this role, please contact Jacob Birch, District Lead Volunteer, at jbirch@bandhscouts.org.uk

You can find out more about the District Team by visiting - bandhscouts.org.uk/district-team

Ready To Apply?

Please visit the following link to fill out the application form online, if you would like a paper copy please contact Jacob on jbirch@bandhscouts.org.uk or call 07926385306

[Apply Here](#)

About the Group: 1st Hornsea

1st Hornsea is based in the Beverley and Hornsea Scout District they meet at Hornsea Scout Hut, in premises which they own. The group is made up of Squirrels, Beavers, Cubs and Scouts.

There are currently:

- Squirrels - 16 - meeting on Wednesday evenings
- Beavers – 20 - meeting on Monday evenings
- Cubs – 21 – meeting on Monday evenings
- Scouts – 14 = meeting on Thursday evenings
- Adult Volunteers - 18

The group also has an active Group Trustee Board with 8 trustees including a Chair and Treasurer as well a Section Team Leaders.

The Role: Group Lead Volunteer

Role Description

Outline

To manage and support the Scout Group and it's volunteers to ensure it runs effectively, and that Scouting within the Group develops in accordance with the rules and policies of The Scout Association.

Responsible to:

District Lead Volunteer – Jacob Birch

Responsible for:

All adults in the Scout Group

Main Contacts:

- Section Team Leaders and their leadership teams in the Group
- Parents/carers of the young people in the Scout Group
- Group Trustee Board members
- Sponsoring authority of the Group (if applicable)
- Other Group Lead Volunteers in the District
- District Lead Volunteer and District Team Leaders

Appointment Requirements

- Must complete relevant learning within the required timeframe of accepting the role.
- Must be eligible for charity trustee status (member of the Group Trustee Board).
- It is expected that whilst volunteering for this role you will undertake regulated activity, and hold a satisfactory enhanced DBS check.

Main Tasks

- Ensure that the Scout Group thrives and has the best systems in place to support it's adult volunteers and develop the Group – including a Group Trustee Board and Section leadership teams.
- Provide line management and support to the volunteers in the Scout Group, including setting objectives for their work and holding regular reviews and one-to-one meetings.
- Ensure that the Scout Group has an adequate team of supported and appropriate adults working effectively together and with others to meet the needs of Scouting in the area.
- Ensure that a challenging, exciting and balanced programme is offered to young people in the Scout Group.
- Work with the District Lead Volunteer, District Team Leaders and other Group Lead Volunteers in the District to ensure that the District thrives and supports Scout Groups.

Note: Some of the tasks for which the Group Lead Volunteer is responsible may be delegated to others in the Group.

Person Specification

Knowledge and experience	Essential/Desirable
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	Essential/Desirable
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	Essential/Desirable
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

Detailed Role Description

The role of Group Lead Volunteer is based around six core areas of leadership and management.

Providing direction.

As an effective Group Lead Volunteer, you will be required to:

- Lead by example to promote a co-operative culture of working in the Group.
- Create a vision for the future development of the Group that takes into account the strategic objectives of The Scout Association and the plans for your District.
- Develop, implement and regularly review a plan to realise a vision for the Group.
- Provide leadership, inspiration and motivation to all adult volunteers in the Group.
- Ensure that everyone in the Group follows the policies and rules of The Scout Association.
- Carry out regular one-to-one meetings and support adults reporting directly to you.

Working with people.

As an effective Group Lead Volunteer, you will be required to:

- Develop good working relationships based on trust and Scout values with adults in the Group and with others in Scouting.
- Plan for and ensure that suitable adults are recruited to work in appropriate roles in the Group.
- Manage and support the adults in the Group – including allocating tasks and reviewing their progress.
- Support adults in the Group to develop by completing formal training, learning on the job, trying out new skills and addressing problems affecting performance.
- Build a team spirit in the Group and support the development of the team as a whole.
- Address conflict as it occurs within the Group and reduce the likelihood of it happening, through good communication and other methods.
- Run effective volunteers meetings in the Group and participate fully in the Group Trustee Board and District meetings.
- Ensure that adults in the Group perform to agreed standards, and if serious problems occur, that correct procedures are followed in consultation with the District Lead Volunteer.
- Carry out effective reviews and re-assign or retire people if necessary.
- Build and maintain collaborative relationships with other relevant organisations in the Group's local area.

Achieving results.

As an effective Group Lead Volunteer, you will be required to:

- Satisfactorily complete projects in the Group for which you are responsible.
- Satisfactorily resolve problems and issues raised by adult and youth members of the Group and by parents or carers of youth members in the Group.

Enabling change.

As an effective Group Lead Volunteer, you will be required to:

- Encourage adults in the Group to think of new and creative ways to improve the Group.
- Be enthusiastic about new ideas, give constructive feedback on those ideas and encourage and support further work on them.
- Carry out plans to implement change, working together with all members of the Group.
- Recognise the contribution of others towards change and improvement.

Using resources.

As an effective Group Lead Volunteer you will be required to:

- As part of the Trustee Board, manage the Group's budget.
- As part of the Trustee Board, ensure that there is an adequate income for the Group, including identifying other income sources such as grants.
- Work with the Trustee Board and volunteers to ensure that the Group's meeting place and equipment are safe, and that adult volunteers act in a responsible manner.
- Work with the Section Team Leaders and the Trustee Board to ensure that the Group has sufficient physical resources to support the programme.
- Work with adults and youth Members to minimise the negative impact and maximise the positive impact that the Group has on the environment.
- Make decisions about all matters within the Group based on the best available information.
- Ensure that all adults in the Group have the right information provided in a timely manner and in the most effective way.

Managing your time and personal skills.

As an effective Group Lead Volunteer, you will:

- Agree realistic goals and targets with the District Lead Volunteer for the development of the Scout Group, which work towards The Scout Association's strategic objectives.
- Ask other adult volunteers for feedback about how you carry out your role and act upon it.
- Regularly check how you use your time and identify possible improvements so that you focus on the goals and priorities that you have agreed with the District Lead Volunteer.
- Identify the skills and knowledge that you need to develop or improve and the steps you will follow to do so.
- Attend National, County/Area/Regional, and District Group Lead Volunteer meetings, workshops and events.