



# Scouts

**Transforming Our Volunteer Experience**  
**- our teams and structures**  
**(including Trustee Boards)**

# Adopting a team-based approach

## Team-based Approach

Our current approach is heavily roles based, with volunteers often holding multiple different roles within an area

In place of this we'll have **teams** and **team descriptions**

The key principles for this approach are:

- We volunteer **flexibly** as part of a team with a shared purpose
- Our teams and titles are **easier to understand** and are more appealing to new volunteers
- Teams agree how to **share tasks** between them, and this can change over time





## Team Descriptions

Every team will have a team description built around:

- **Purpose** - To explain what the team is for and how it plays a part towards our vision
- **Who's in the team** - To explain who is in the team and what they're called
- **Tasks for the whole team** - Are things which everyone in the team will be involved with
- **Allocated tasks** - Are things which are things which can be shared out between members of the team

## How volunteers work in teams

Each team will have a team description, setting out the tasks for that team

### There are two types of tasks:

- Tasks for the whole team - Everyone helps with these tasks
- Allocated tasks - The Team Leader(s) make sure there's at least one volunteer responsible for each task and supports them to get it done







### This approach means:

- It's easier for new volunteers to join the team
- We have clearer purpose and responsibilities
- Volunteering is more flexible and suits people's skills, interests, and time
- Each team is led by a Team Leader(s) or Lead Volunteer(s)



## How volunteers work in teams

### Example: How a team shares tasks

		 <b>Hannah</b> Team Leader	 <b>Tom</b> Team Member	 <b>Mita</b> Team Member	 <b>Jamal</b> Team Member	 <b>Arnold</b> Team Member	 <b>Jess</b> Helper
<b>Tasks for the Whole team</b>	Task 1 Whole team	✓	✓	✓	✓	✓	✓
	Task 2 Whole team	✓	✓	✓	✓	✓	✓
	Task 3 Whole team	✓	✓	✓	✓	✓	✓
<b>Allocated tasks</b>	Task 4 Allocated	✓		✓			
	Task 5 Allocated					✓	
	Task 6 Allocated		✓	✓			
	Task 7 Allocated				✓		
	Task 8 Allocated					✓	
	Task 9 Allocated						✓



## Lead Volunteers & Team Leaders

Each team will have a Team Leader or Lead Volunteer (these could be joint roles)

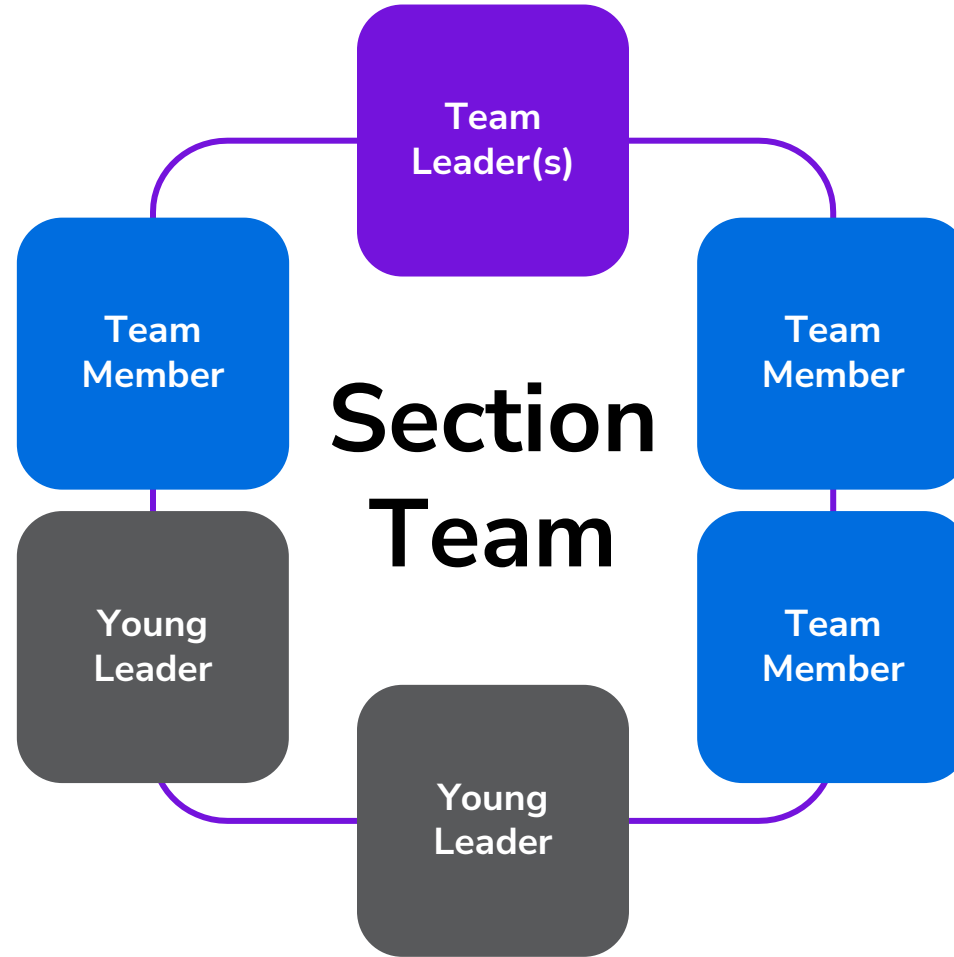
They work with Team Members to share tasks out and make sure the team runs smoothly, they are not responsible for doing all the tasks themselves

There may be multiple Lead Volunteers or Team Leaders in a team

They are responsible for;

- Creating a positive team environment
- Helping volunteer find what they need
- Attracting and welcoming new volunteers into their teams as needed
- Reflecting and Reviewing with the team

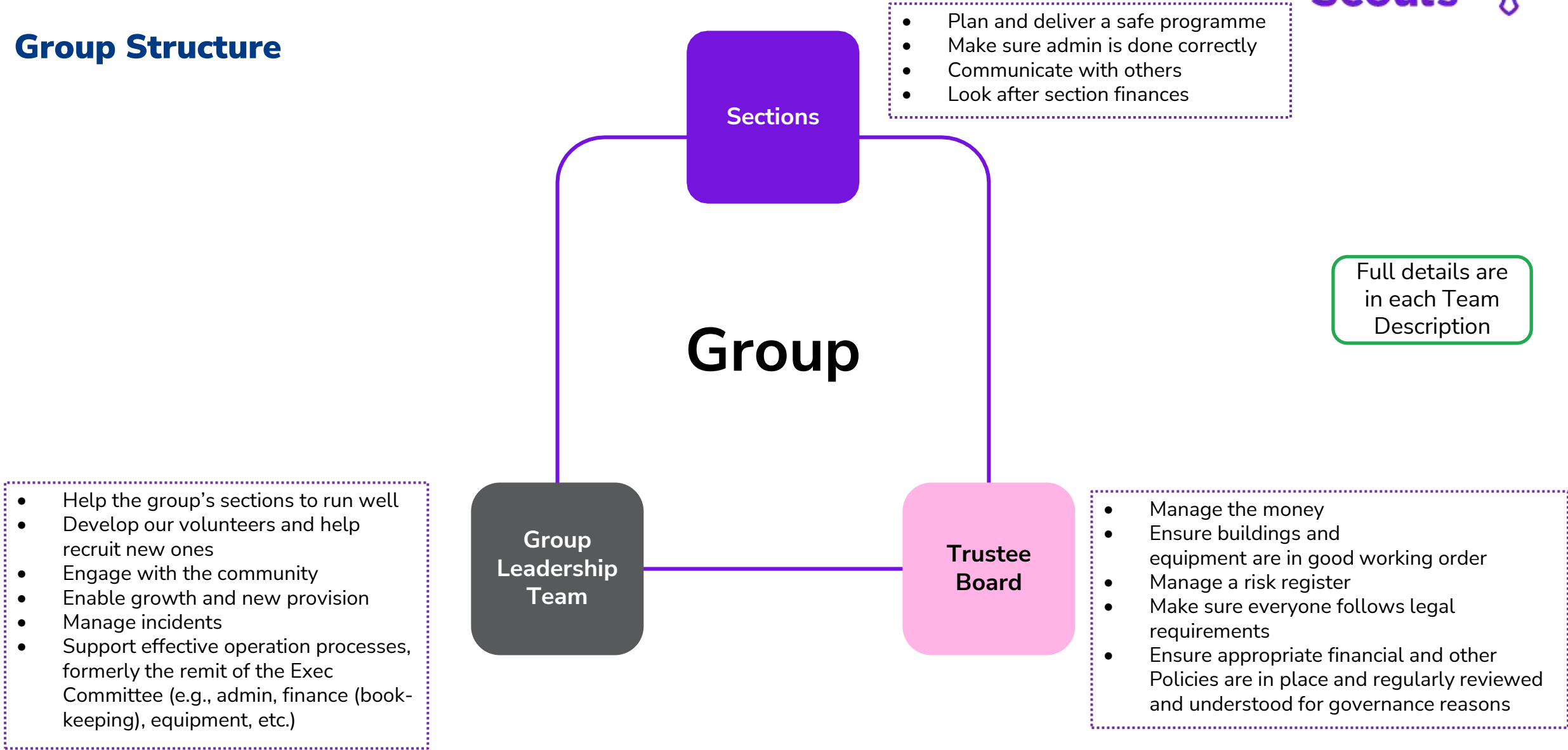
## Section Structure



Full details are  
in each Team  
Description



## Group Structure



How we Volunteer Together  
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**District Structure**

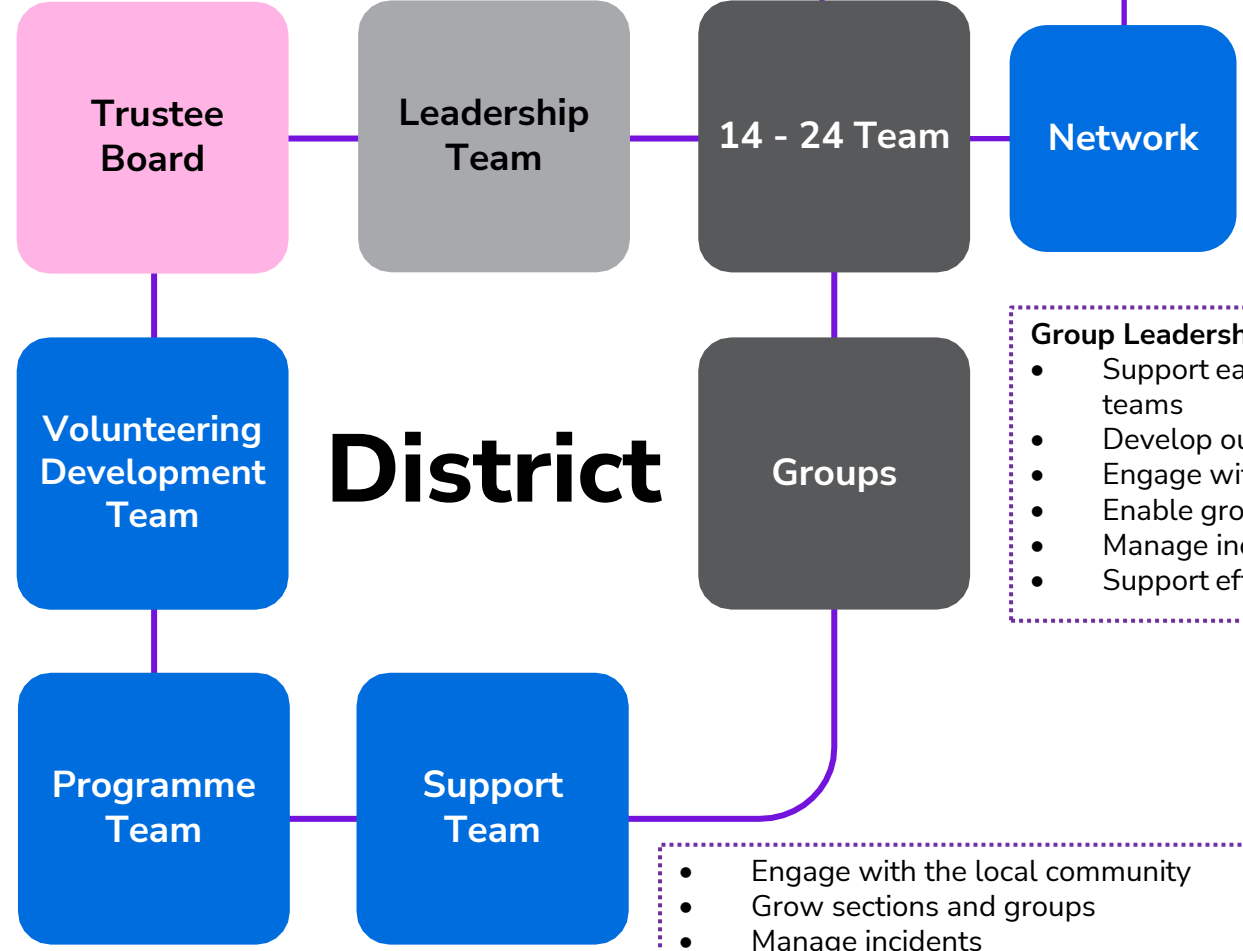


- Make sure all District teams work well
- Make sure all teams are inclusive and reflective of the local community
- Make sure safety and safeguarding responsibilities are fulfilled
- Support the District Youth Lead to make sure decisions are shaped by young people

- Manage the money
- Ensure buildings and equipment are in good working order
- Manage a risk register
- Make sure everyone follows legal requirements

- Attract and welcome new volunteers to Group and District teams
- Make sure volunteers are well-supported
- Make sure volunteers are recognised

- Help section teams run high-quality programmes
- Facilitate programme networking opportunities
- Provide access to specialist expertise
- Manage approvals for activities and permits



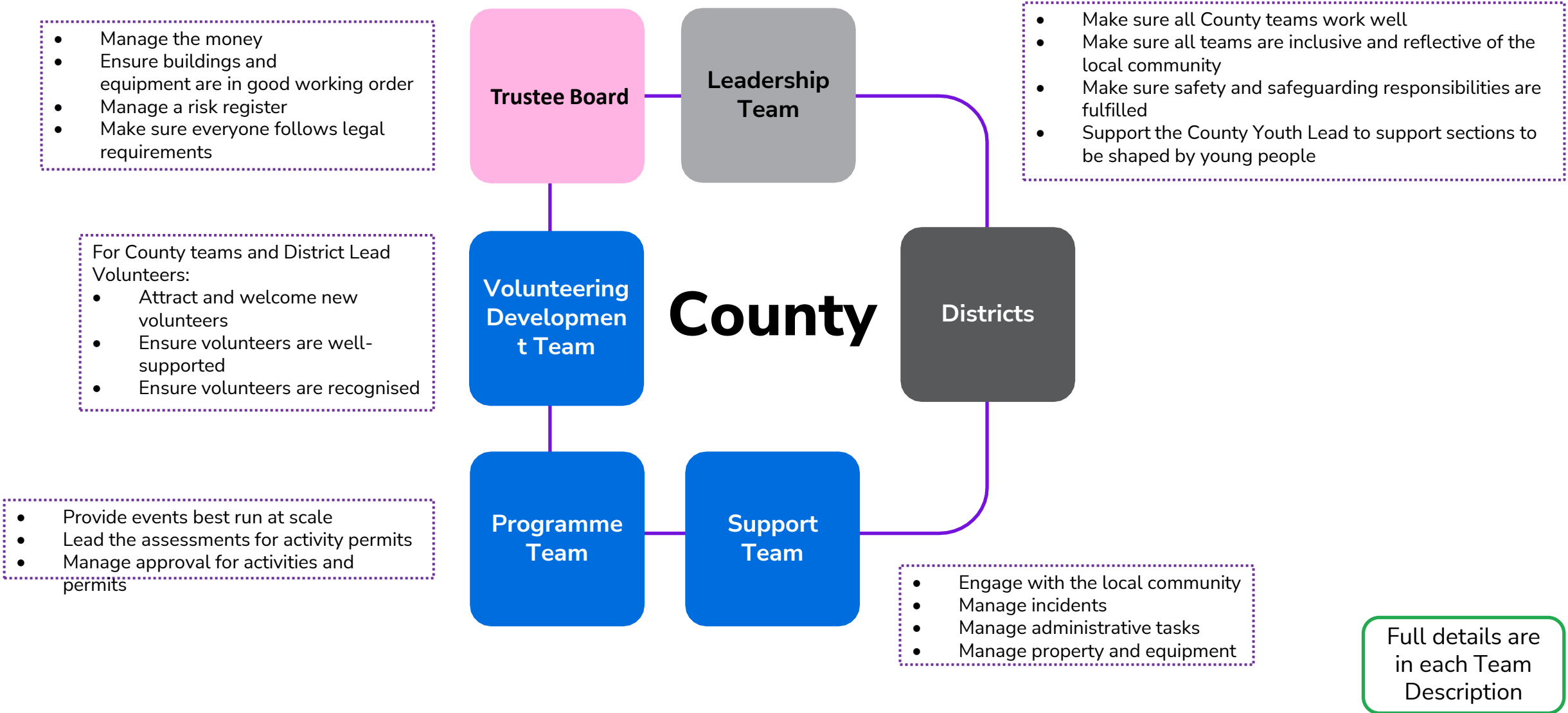
- 14-24 Team, for their Sections**
- Support each Explorer, Young Leader and Scout Network section team

- Group Leadership Teams**
- Support each of their section teams
  - Develop our volunteers
  - Engage with the community
  - Enable growth and new provision
  - Manage incidents
  - Support effective processes

- Engage with the local community
- Grow sections and groups
- Manage incidents
- Manage administration, property and equipment

Full details are in each Team Description

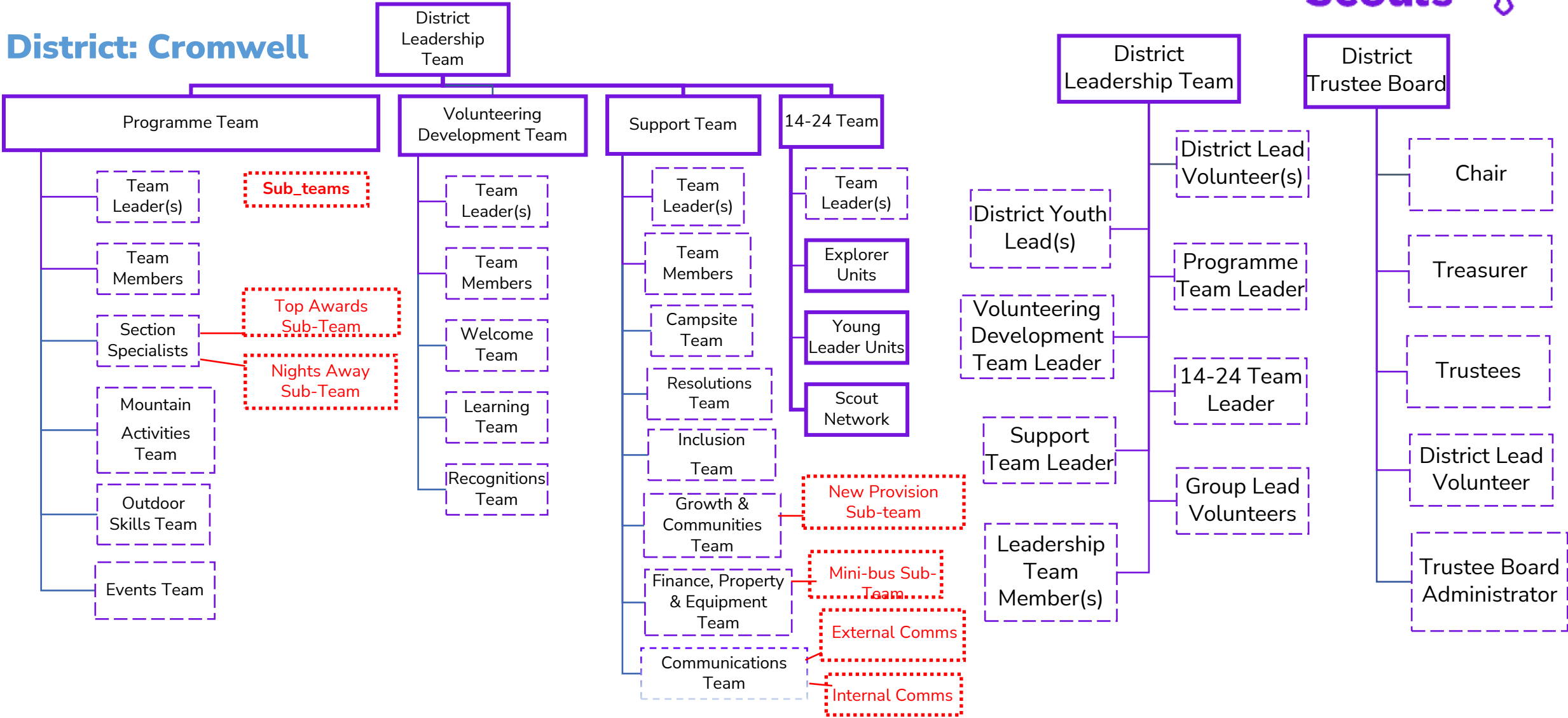
## County Structure



# How we Volunteer Together – Cromwell District potential structure



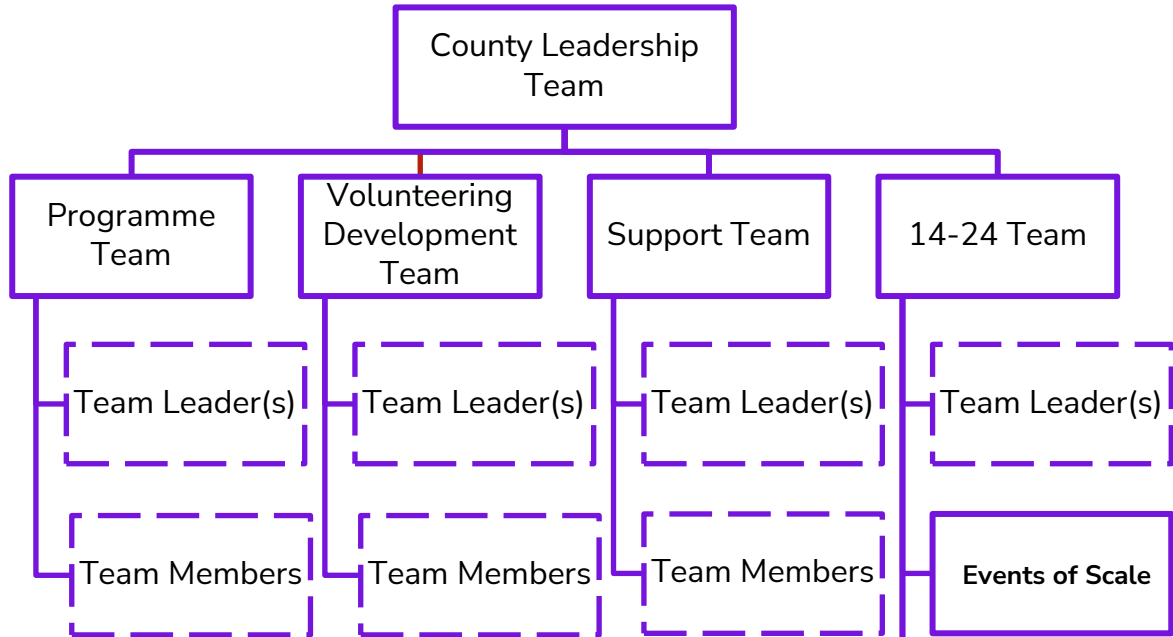
## District: Cromwell



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**County: Cambridgeshire**

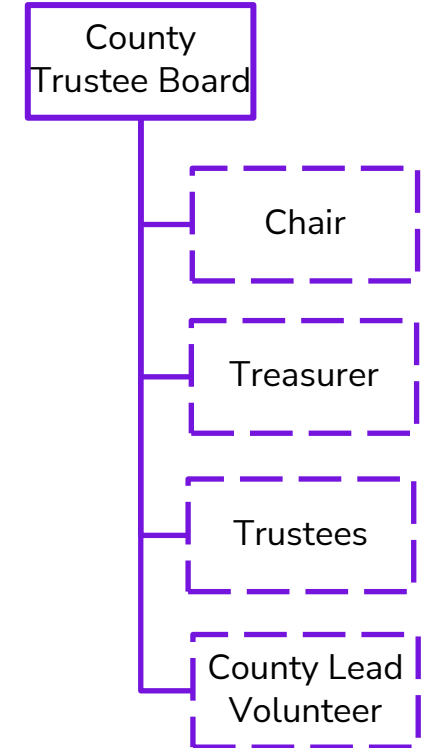
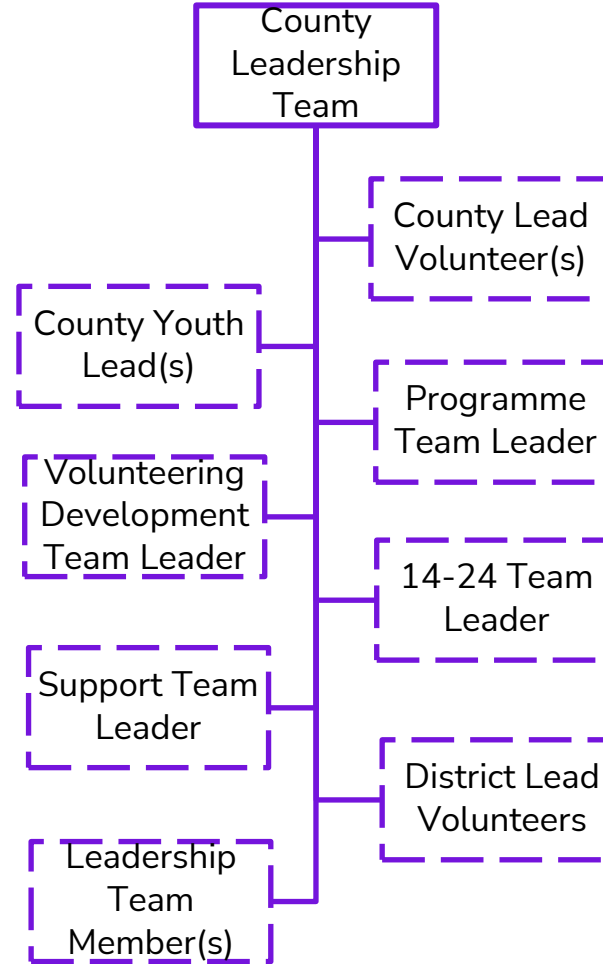
Leadership team  
 Leads, inspires  
 Teams work together  
 Inclusive of community  
 Youth lead is supported  
 Safety and Safeguarding  
 responsibilities fulfilled,



Programme team  
 Events of scale  
 Activity Permits  
 (including Nights  
 Away)  
 International  
 Mountain  
 Water  
 Bushcraft Skills

Volunteering  
 Development team  
 Attraction  
 Welcoming  
 Induction  
 Learning support  
 First Aid delivery  
 District and section  
 support  
 Awards and  
 recognition

Support team  
 Community  
 engagement  
 (inc. comms and  
 growth sub-teams)  
 Incident management  
 Property / equipment  
 Compliance support  
 Governance support  
 Risk management  
 Youth team support  
 Administration



Trustee Board  
 Ensures governance  
 responsibilities fulfilled  
 Manages risk and  
 oversees compliance

## Accreditations

Sometimes, a person needs to be given permission to do a specific task, this is called an 'accreditation'

Accreditations will be introduced along with the new digital systems

### For Example:

- A task that needs to be done with someone with specific skills or qualifications - a Kayak or Archery permit assessor
- A task where someone needs to find and contact a specific person - the HQ Awards Team knowing who to post awards to





## Accreditations

Volunteers will need to meet the right criteria to receive an accreditation, for example:

- Holding a certain qualification
- Completed specific learning
- Be in a particular role

### Examples of specific accreditations:

- Adventurous Activity Assessor
- Night Away Assessor
- First Response Trainer
- Manager of Activity Permit Scheme

And several more!

These will all come alongside the launch of the digital systems

# Moving to Trustee Boards



## Introduction

As part of the work to transform the volunteer experience within Scouts there will be changes to Executive Committees and how they function.

These changes are informed by:

1. The evolution of good practice guidance from charity regulators
2. Our move to a teams-based approach

These cultural and procedural changes to how Executive Committees currently operate will support our Skills for Life strategy, our 'North Star' and the overall aims of the volunteer experience transformation.





## Setting up for success

Good governance is fundamental to a charity's success, enabling and supporting the charity to:

- Comply with the law and relevant regulations
- Meet the charity's objectives

Good practice for this is set by the charity regulators, where there have been significant changes over the past few years.

## Renaming as Trustee Boards

Executive Committees are now renamed as Trustee Boards, members of which are renamed as Trustees

### Why is this changing?

- For clarity of the purpose of the role
- To align with good practice guidance from the charity regulators
- To help reinforce the purpose of Trustee Boards and focus on the role and responsibilities of being a charity Trustee





## The purpose of Trustee Boards

Trustee Boards have a clearer purpose statement, to fit with the focus on **governance**. This will mean 'operational' tasks are managed through the Group Leadership Team or the Support Team in District or County (and equivalent)

### Why is this changing?

- To align with good practice guidance from charity regulators
- To focus on ensuring effective governance. This is the core of any charity Trustee Board's responsibility and an important part of ensuring that the charity focusses on meeting its objectives

## What does this mean for us?

All Groups, Districts, Counties will move from an executive committee to a Trustee Board

Operational tasks such as repairing the hut, cutting grass and fundraising will be separated from Governance tasks such as risk management and following Scout policies

At District level and above operational matters will move into the appropriate team most relevantly, the Support Team

At Group level operational matters will move into the Group Leadership Team, this could be as part of a support sub-team

The same individuals can carry out the tasks they do now but this will be as part of two separate teams so the Trustee Board can maintain a clear focus on governance



**Thank you**