

Simplifying how we volunteer together with new roles and structures

We're planning to introduce a teams-based approach to volunteering in Scouts. Whilst we know that many areas make teams-based volunteering work well already, our structures and rules are not yet set up in this way.

We'll therefore be moving away from our current approach of volunteers taking on one or more specific roles from a long list, to instead focus on the tasks that volunteers can do within teams to support great programmes.

Changing the focus from role to team tasks is one way we can make flexible volunteering normal, and available to everyone. We want to make it easier for a more diverse range of people to contribute to Scouts in a way that reflects their skills, interests and availability.

We know that some Section Teams already approach volunteering in this way and it really works for them – we're looking at sharing this effective working more widely.

When we introduce this new framework, each team will have a clear list of tasks, some of which are for the whole team, and others can be done by one or more individuals. Beyond that, it's down to the team to decide how they organise themselves, based on their skills, interests and availability.

So for a Section Team, we may have five volunteers, who all need to ensure a safe environment for their activities to take place in, but they can agree themselves which one or more of them communicates with parents, develops programme ideas, updates badge records in Online Scout Manager, and so on.

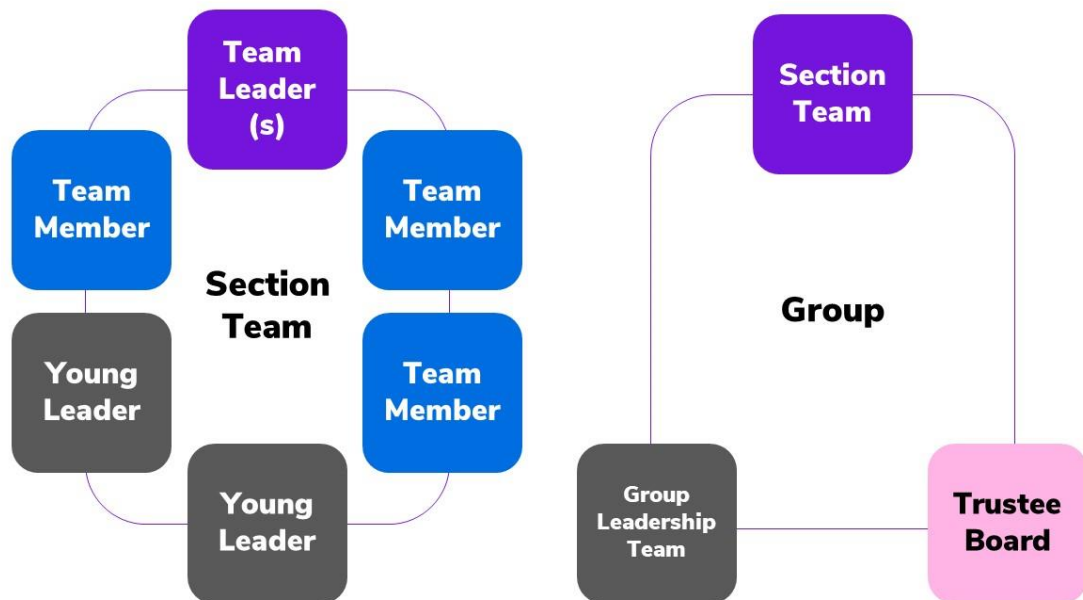
We don't need to divide our responsibilities up based on who's registered on the membership system as a Section Leader, Assistant Section Leader or a Section Assistant. This is an opportunity to be far more flexible in how we volunteer with Scouts, allowing people to volunteer in the way that works for them, rather than being constrained by 'what it says on the system'.

We'll do similar for the Group Scout Leader role and changing the role title to Lead Volunteer 1st Anywhere Scout Group. We want to make it normal for their responsibilities to be shared across the Group Leadership Team. How this Group Leadership Team is comprised will depend on each individual Scout Group, but it would include each Section Team Leader, as well as other volunteers if you're lucky enough to have them. But importantly, it's moving us towards an ethos of sharing the tasks out rather than expecting the Lead Volunteer 1st Anywhere Scout Group (Group Scout Leader) to do everything themselves.

This means that we'll be removing our current Role Descriptions, and replacing them with new Team Descriptions. The Team Description describes the set of tasks that the team is together responsible for, but it's down to the team to work out how they allocate these tasks amongst themselves.

The diagrams below describe the new Teams

How we organise our Groups and Sections

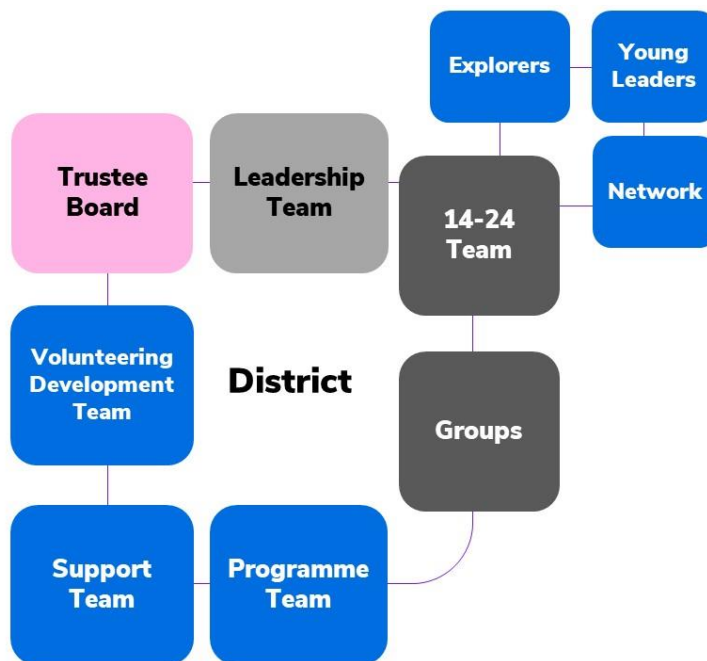


NB: only one section shown to make the image less cluttered

Team	Purpose	Who's in the Team
Section team	The Section Team plans, delivers, and runs high-quality programmes safely. They make sure all young people can take part in the programme and gain skills for life. They also help young people work towards their Top Awards.	Section Team Leaders Section Team Members Young Leaders
Group Leadership team	The Group Leadership Team helps volunteers across all Sections to work well together and feel motivated. They make sure the Group is respected and supported in their local community.	Group Lead Volunteers Team Leaders of each Section Team Other volunteers in the team are called Leadership Team Members

Trustee Board	The Trustee Board is a team of volunteers who work together to make sure Scouts is run safely and legally. It concentrates on the Governance of the Group and has a very sharp focus on finance; buildings, property and insurance; following scouts policies and legislation	Chair Treasurer Ex officio Trustees Nominated Trustees Elected Trustees Co-opted Trustees Secretary (if appointed as a Trustee)
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How we organise our Districts

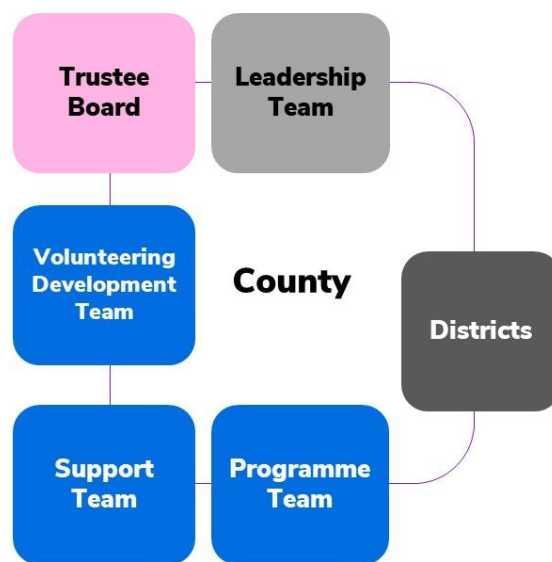


Team	Purpose	Who's in the Team
District Leadership Team	The District Leadership Team leads and inspires volunteers to give young people great experiences and skills for life. They make sure the teams in their District are organised, have enough volunteers, and can deliver a great programme.	District Lead Volunteers District Youth Leads Programme Team Leaders Volunteering Development Team Leaders Support Team Leaders Lead Volunteers of each Scout Group 14-24 Team Leaders Other volunteers in the team are called Leadership Team Members

14-24 Team	The 14–24 Team helps all volunteers in Explorer (including Young Leaders) and Network Sections. They help Section teams plan and deliver great programmes for young people.	14–24 Team Leaders 14–24 Team Members Section Team Leaders of each section for 14–24-year-olds (Explorer Scouts, including Young Leaders, and Scout Network Sections)
Section team	The Section Team (this includes Explorer, Young Leader and Network Sections) plans, delivers, and runs high quality programmes safely. They make sure all young people can take part in the programme, gain skills for life, and work towards their Top Awards.	Section Team Leaders Section Team Members
Programme team	The District Programme Team helps every section in the District run a safe, enjoyable and high-quality programme. To help do this, they bring Section Team volunteers together with activity experts.	Programme Team Leaders Programme Team Members Team Leaders of any sub-teams of the District Programme Team - eg. Climbing Sub-Team
Support team	The District Support Team gives tools and resources to help Scouts run smoothly.	Support Team Leaders Support Team Members Team Leaders of any sub-teams of the District Support Team - for example, Campsite Service Sub-Team
Volunteering Development Team	The District Volunteering Development Team makes sure all volunteers in their District have a positive and enjoyable volunteering experience. They make it easy for people to join and learn new skills.	Volunteering Development Team Leaders Volunteering Development Team Members Team Leaders of any sub-teams of the District Volunteering Development Team - eg. Awards and Recognition Sub-Team
Trustee Board	The Trustee Board is a team of volunteers who work together to make sure Scouts is run safely and legally. It concentrates on the Governance of the Group and has a very sharp focus on finance;	Chair Treasurer Ex officio Trustees Nominated Trustees

	buildings, property and insurance; following scouts policies and legislation	Elected Trustees Co-opted Trustees Secretary (if appointed as a Trustee)
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How we organise our Counties



Team	Purpose	Who's in the Team
Leadership Team	The County Leadership Team leads and inspires volunteers to give young people great experiences and skills for life. They make sure their County teams are organised, have enough volunteers, and can deliver a great programme.	County Lead Volunteers County Youth Leads Programme Team Leaders Volunteering Development Team Leaders Support Team Leaders Lead Volunteers of each District Other volunteers in the team are called Leadership Team Members.
Programme Team	The County Programme Team supports Section programmes when activities or events are best done at County scale. They help volunteers with their assessments for adventurous activity permits.	Programme Team Leaders Programme Team Members

		Team Leaders of any sub-teams of the County Programme Team - eg. Events Sub-Team
Support Team	The County Support Team gives tools and resources to help Scouts run smoothly in their County.	Support Team Leaders Support Team Members Team Leaders of any sub-teams of the County Support Team - eg. Community Engagement Sub-Team
Trustee Board	The Trustee Board is a team of volunteers who work together to make sure Scouts is run safely and legally. It concentrates on the Governance of the Group and has a very sharp focus on finance; buildings, property and insurance; following scouts policies and legislation	Chair Treasurer Ex officio Trustees Nominated Trustees Elected Trustees Co-opted Trustees Secretary (if appointed as a Trustee)

How we organise our Teams

There are two types of tasks within a team:

1. **Tasks for the whole team** – All team members take part in these tasks and must have, or develop, the skills associated with these tasks.
2. **Allocated Tasks** – The Team Leader ensures that one or more team members has responsibility and the skills, for each of these tasks



As an example:

Team 1	Tom	Mita	Gary	Hannah	Arnold	Helper
Team Leader				✓		
Task for the whole team 1	✓	✓	✓	✓	✓	
Task for the whole team 2	✓	✓	✓	✓	✓	
Task for the whole team 3	✓	✓	✓	✓	✓	
Allocated Task 1		✓		✓		
Allocated Task 2					✓	
Allocated Task 3	✓	✓				
Allocated Task 4			✓			
Allocated Task 5					✓	
Allocated Task 6						✓

The Team Leader for each Team will work with others to determine what Tasks need to be accomplished and who are the best people to carry them out

This new way of working will allow us to be more nimble and more flexible. It will allow us to use talents and skills more effectively and stop us forcing square pegs into round holes.

More information on the tasks that Teams will carry out can be found at [Team descriptions | Scouts](#)