

# **Assistant County Commissioner (Diversity and Inclusion) Durham Scouts**

Vacancy Pack and Role Description



# Durham Scouts



## ABOUT US

Durham Scouts is a Scout County with over 6,000 youth members and 1,400 adult leaders. We operate across County Durham, Gateshead, South Tyneside, Sunderland and Darlington, supporting the delivery of Scouting across the 105 Groups, 40 Explorer Scout Units and the 14 Scout Districts. Each week there are 350 section meetings at the 100+ locations where our young people meet, providing over 1,000 hours of Scouting activities for young people.



## SUPPORTING ADVENTURE

Durham Scouts are responsible for supporting the delivery of active and adventurous programmes for 6 and 7-year-old Beaver Scouts, 8 to 10-year-old Cub Scouts and 10 to 13-year-old Scouts organised in Scout Groups and 14 - 17-year-old Explorer Scouts and 18 – 25-year-old Scout Networks organised in Districts.

In all sections the focus is on the delivery of a balanced yet exciting programme with a focus on developing skills for life through outdoor activities and adventure.



## YOUTH FOCUS

Through our YouthShaped initiative we reflect the fact that Scouting is a youth organisation led by young people and supported by adults.

Young people are at the heart of our decision making with respect to programme, events and competitions and influence our development strategies, local objectives, priorities and governance.



## DIVERSITY AND INCLUSION

Scouting is a growing movement, with a 14% increase in youth numbers in Durham Scout County in the last five years.

We are also growing in diversity and wish to ensure that we continue to be fully inclusive, in welcoming adult and youth members who represent all aspects of the communities in which we operate.



## FIND OUT MORE

To find out more about us, please visit our websites at [www.durhamscouts.org.uk](http://www.durhamscouts.org.uk)

Thank you for considering the role of Assistant County Commissioner (Diversity and Inclusion), or nominating someone you think would be good for the role, it will make a huge difference to the lives of our 2,000+ members.

# NEW TO SCOUTING?

## WHO WE ARE

Every year we help 450,000 young people in the UK enjoy new adventures; to experience the outdoors, interact with others, gain confidence and reach their full potential. And it's not just young people who can get in on the action. Working alongside our youth members are thousands of adult volunteers, with a huge variety of roles and opportunities available.

To find out more go to [www.scouts.org.uk](http://www.scouts.org.uk).

## VOLUNTEERING

Volunteering for us is easy, fun and offers many opportunities for gaining externally-recognised qualifications. Why not strengthen your CV while making a real impact on the lives of young people? How much time you give is up to you, and you don't need any previous experience.

We have a huge variety of roles to suit everyone, and whatever you choose, we'll make sure you're properly trained and supported.

## WHO ARE YOU?

We're looking for someone with management skills who can provide leadership, support, motivation and inspiration to volunteers. As Assistant County Commissioner (Diversity and Inclusion) you will support and guide adults in making every section in the county as fully inclusive as possible, welcoming members from all backgrounds and helping us to make reasonable adjustments to support a fully diverse membership.

## WHO YOU WILL WORK WITH

The County Commissioner line manages and supports the Assistant County Commissioner (Diversity and Inclusion), who works with other members of the County Team and the County Executive Committee.

Specifically, the Assistant County Commissioner (Diversity and Inclusion) leads and manages the county Diversity and Inclusion Team (Scout Active Support Unit), who collectively support adult volunteers in matters of diversity and inclusion.

In addition, the Assistant County Commissioner (Diversity and Inclusion) takes the lead in organising events such as the scout county's participation in events such as Northern Pride and works with external organisations who also support on matters of diversity and inclusion.



## THE SCOUT INFORMATION CENTRE

T: 0845 300 1818

T (direct): 020 8433 7100

F: 020 8433 7103

E: [info.centre@scout.org.uk](mailto:info.centre@scout.org.uk)

W: [www.scouts.org.uk](http://www.scouts.org.uk)

# ROLE DESCRIPTION

This vacancy is for Assistant County Commissioner (Diversity and Inclusion) of Durham Scouts, which operates in County Durham, Gateshead, South Tyneside, Sunderland and Darlington. At the last annual census we had over 6,000 youth members between the ages of 6 and 18 involved in our Beaver, Cub, Scout, Explorer and Young Leader sections. We have over 1,400 adult volunteers, who undertake roles including working directly with young people, adults who manage and support other adults, adults who are experts in programme and activity areas, adults who support elements of the programme through Scout Active Support Units, as well as the Scout Network which provides development activities for adults aged 18-25.

The Assistant County Commissioner (Diversity and Inclusion), working in tandem with members the County Diversity and Inclusion Team, coordinates support for inclusive and diverse Scouting in the County and will be supported by the County Commissioner, David Stokes, the County Team and County Executive Committee.

The role is open to anyone interested in promoting and supporting diversity and inclusion and no previous scouting experience is required.

## Purpose of the role

As a member of the County Leadership Team the ACC (Diversity and Inclusion) works in partnership with the County Team and the County Executive Committee to define County diversity and inclusion policies and to manage and coordinate the practical delivery of diversity and inclusion support to our membership.

A key purpose of the role is to improve the level of support provided to our membership in all areas of diversity and inclusion. This will be achieved through the recruitment and management of a County Diversity and Inclusion Scout Active Support Unit – the Diversity and Inclusion Team.

### Responsible to:

County Commissioner.

### Responsible for:

County Diversity and Inclusion Scout Active Support Unit

### Main Contacts:

County Executive Committee, other County Team members, members of the County Diversity and Inclusion Scout Active Support Unit, HQ Specialist Advisors for Diversity and Inclusion, National Scout Active Support Units supporting diversity and inclusion (e.g. FLAGs, Muslim Scout Fellowship etc), other external organisations specialising in relevant aspects of diversity and inclusion, District Commissioners, Group Scout Leaders.

### Appointment requirements:

The completion of a Manager and Supporter Wood Badge relevant to the Assistant County Commissioner (Diversity and Inclusion) appointment.

## Main Role Responsibilities

The ACC (Diversity and Inclusion) will support the development of inclusive and diverse Scouting across the County by:

- Providing guidance, advice and up-to-date information to the County Commissioner and County Team in matters of diversity and inclusion, including attendance at County Team meetings
- Supporting the County Executive Committee (and sub-Committees) to ensure that equal employment and volunteering policies are defined and followed (including the Scout Association's Religious and Equal Opportunities policies), including attendance at County Executive Committee meetings if required
- Working with HQ Specialist Advisors for Diversity and Inclusion and applicable National Scout Active Support Units to make specialist advice and support available to the Scout County as needed
- Advise DCs on matters of section age range flexibility for youth members with additional needs
- Support adult and young leader training in areas of diversity and inclusion
- Leading and managing county participation in Pride events (Northern Pride in Newcastle, jointly with Northumberland Scout County) and local

participation in Durham, Sunderland and Darlington Pride events

- Recruiting, managing and supporting the County Diversity and Inclusion Scout Active Support Unit – the County Diversity and Inclusion Team

## The County Diversity and Inclusion Team

The County Diversity and Inclusion Team are a County Scout Active Support Unit (SASU) made up of volunteers with specialist knowledge or specific interests in one or more aspects of diversity and inclusion, who are willing to provide guidance and support to other volunteers or older youth members in the Scout County.

It provides an ideal opportunity for volunteers who are passionate about supporting diversity and inclusion in the county, but who are unable to take on the role of ACC (Diversity and Inclusion).

Individual County Diversity and Inclusion Team members may provide support in a defined geographical area e.g. one or more Districts and/or on defined topics including:

- Support to leaders on the integration and support for youth members with additional needs including:
  - Disabilities
  - Additional learning needs
  - Challenging behaviours
- Support for leaders with respect to the integration and support of lesbian, gay, bisexual or transgender (LGBT) youth members and adults
- Support to older youth members on LGBT identity
- Adult and youth member gender equality,
- Support to leaders and parents on socio-economic inclusion and support
- Support to leaders on spiritual development and the exploration of different faiths

## Personal Specification

The Assistant County Commissioner (Diversity and Inclusion) must:

- Have a good understanding of HQ diversity and inclusion policies and guidance
- Understand the importance of diversity and inclusion in meeting the aims of the Scout Association
- Be able to build a positive and active relationship with the County Team, District Commissioners, and Group Scout Leaders
- Be enthusiastic, proactive and able to enthuse others about diversity and inclusion
- Be able to travel across the County and have the time necessary to undertake the role effectively.
- Be able to lead project teams
- Have good written and oral communication skills
- Be computer literate

- Be able to work well in meetings
- Possess good presenting and facilitating skills
- Be articulate
- Have the ability to speak publicly
- Be persuasive
- Be able to work within predefined limits (for examples timescales and budgets)
- Accept the policies and rules of The Scout Association
- Willing to become a member, take The Scout Association Promise and wear the Scout Uniform
- Accept and promote Scouting's fundamentals and the implementation of the youth programme

## Role Share

We are looking to appoint an Assistant County Commissioner (Diversity and Inclusion)

Potential candidates are encouraged to consider role share applications, whereby two or more persons share the responsibilities of the Assistant County Commissioner (Diversity and Inclusion), with each undertaking the responsibilities to which they are best suited.

Applications are welcomed from a small group of people who already possess a good idea of how they could work with each other to fulfil the responsibilities of the Assistant County Commissioner (Diversity and Inclusion) or from individuals willing to use their skills and experience as part of a small team.

## Nomination form for Assistant County Commissioner (Diversity and Inclusion), Durham

If you think you know just the right person for this role, or are interested in the role yourself, please complete the nomination form below, it should then be sent to Durham Scout County Office via:

- E-mail: [admin@durhamscouts.org.uk](mailto:admin@durhamscouts.org.uk)
- Post: The County Administrator, Durham Scout County, Moor House Adventure Centre, Rainton Gate, Houghton-le-Spring DH4 6QY.

You can also nominate online using our form at <https://www.durhamscouts.org.uk/about-us/> (please be sure to select the correct vacancy). Please note that the closing date for receipt of nominations is **21<sup>st</sup> December 2018**.

<b>Name of person you are nominating</b>	
<b>Their address</b>	
<b>Their telephone number</b>	
<b>Their e-mail address</b>	
<b>Their Scout Association membership number</b> (if appropriate and known)	

**Please explain why this person is suitable for this role, including relevant professional and voluntary experience from inside or outside Scouting (refer to role description).**

**Please describe the relevant skills that this person has for the role (refer to role description).**

**Please outline why you felt motivated to complete the nomination/self-nomination.**

<b>Your name:</b>	
<b>Your telephone number:</b>	
<b>Your e-mail address:</b>	