



Scouts

Lewisham

District Lead Volunteer

Lewisham Scout District



Welcome

As scouts, we believe in empowering young people with skills for life. We encourage our young people to do more, learn more and be more

Each week, we give over 9800 young people across South London the opportunity to enjoy fun, challenge and adventure while developing the skills they need to succeed, supported by over 2700 volunteers. 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 believe in bringing people together.

We celebrate diversity and stand against intolerance, always. We're a worldwide movement, creating stronger communities and inspiring positive futures.

As we work on our strategic plan 'skills for life', this is an incredibly exciting time for Scouts and a great time to be joining our county leadership team.

We know that in order to reach our goals and continue to bounce back, after the unprecedented challenges we have recently faced, more support is needed over the next five years to build a resilient team that provides real support to the members of Lewisham District. We want to focus on developing a culture that can meet the challenges we face, encourages innovation and new ways of working, and that values the contribution everyone makes to achieve our goals.

Judith Freeman
County Lead Volunteer
South London Scouts



Volunteering with us

A young woman wearing a green hoodie, a black hijab, and glasses is climbing a rock wall. She is holding a red rope. The background is blurred, showing other people in red shirts. The text is overlaid on the image.

Volunteering with 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'll make sure you're properly trained and supported.

Whats in it for you...

The only prerequisite to volunteer with us – apart from enthusiasm, of course – is that you're over 18. We provide an induction, lots of ongoing support and learning opportunities.

The benefits of joining our county team...

Volunteering with Scouts can enrich your life – don't just take our word for it. Over 90% of our volunteers say that their Scout experiences are hugely beneficial:

Gain skills

We have an award-winning learning & personal development programme for our volunteers so you get as much from it as our amazing young people, including practical skills like first aid and transferable skills like communication and leadership.

Boost your CV

More than two thirds of our volunteers say their CVs have been enhanced by joining Scouts. Employers love to see the commitment of volunteers, and through Scouts you can get vital experience in areas like management, administration and activities.

Make new friends

A whopping 97% of our volunteers say their involvement has helped them forge new friendships.

Change lives

There's no better feeling than making a difference to communities and transforming the lives of young people. How's that for job satisfaction?

Flexible volunteering

Volunteering with the Scouts is designed to be highly flexible, allowing you to contribute in a way that suits your schedules and lifestyles. Whether it's helping out regularly or on an ad-hoc basis, volunteers can choose roles that fit their availability, such as assisting with specific activities, sharing responsibilities through role-sharing, or even supporting remotely. This modern approach ensures that more people can get involved, regardless of their other commitments, making it easier to give back to the community in a meaningful way.

Our values

Integrity

We say what we mean and when we make a promise, we keep it.

We listen to others, explore our differences and work to find common ground.

Respect

Care

Scouts are friends to all and think of others before themselves.

We believe passionately in improving the lives and life chances of young and helping them explore and develop their beliefs and attitudes.

Belief

Cooperation

Scouting is about teamwork. We believe that when we work together we achieve more than we can on our own.

Our Structure

The County Lead Volunteer is primarily responsible for the provision and development of scouting across South London. They are responsible for putting into place a management and support structure that underpins the needs of our county and our seven districts and is responsible for generating a county strategic plan that meets the needs of the county and our districts, groups, units and networks.

The county leadership team

The county leadership team manages the strategic leadership of scouting in the county and provides support at all levels.

The team is responsible for:

- the day-to-day management of the support and services provided by the county
- the management of scouting at county level
- the management of scouting in each of our districts (led by the appropriate district lead volunteers)
- sharing success, great ideas and good practice
- the county strategic plan
- discussion of and decisions relating to the growth and development of scouting across the county
- the support provided to our district lead volunteers

The county leadership team is made up of:

- county lead volunteer
- county youth lead
- people team leader
- programme team leader
- places team leader
- district lead for Wandsworth
- district lead for Lambeth
- district lead for Southwark
- district lead for Lewisham
- district lead for Royal Greenwich
- district lead for Bexley
- district lead for Bromley
- county chair
- county development & volunteer support manager

The county board of trustees

Our county board of trustees are an important part of the day-to-day running of our county and exists to support the county lead volunteer and county leadership team in meeting their responsibilities. They also ensure the county complies with the Policy, Organisation & Rules of The Scout Association and charity governance (in accordance with the Charity Commissioner for England & Wales) and provides support for our county team and our districts.

District Lead Volunteer for Lewisham Scout District

We're looking for someone (or a couple of people to share the role), who can provide leadership, motivation and inspiration to our scout groups and explorer scout units across Lewisham.

The District Lead is the lead volunteer who ensures that our scout groups, explorer scout units and scout network in the district are supported so that the young people get the best quality scouting they can.

Scouting in Lewisham is full of amazing and dedicated people. Ordinary people who together make extraordinary things happen. Helping these leaders and supporters perform to their best takes support and guidance from an inspiring leader.



A bit about Lewisham Scout District

Lewisham District Scout Council is a registered charity and operates under the rules of The Scout Association and is led by the district commissioner. The district commissioner will be supported by both an experienced and diligent is supported by a team of deputy district commissioners, assistant district commissioners management team and a long-standing and conscientious board of trustees. Lewisham scout district is one of the five scout districts that make up South London Scout County and has 21 Scout Groups and 7 Explorer Scout Units.

The district also manages and runs Frylands Wood, a 70 acre Outdoor Activity Centre in Croydon and employs six members of staff to run the site. The District also owns its own Headquarters building in St Germans Road in Lewisham.

As of the January 2024 membership census the district had 1076 youth members supported by 438 adults.

Role profile

Role:	District Lead Volunteer
Purpose:	The role of the District Lead is to pro-actively manage and support adults in Lewisham Scout District, ensuring that it runs effectively. To also ensure that scouting within the district develops in accordance with the rules and policies of The Scout Association, enabling the district to grow and provide good quality scouting for young people
Responsible to:	County Lead Volunteer
Responsible for (as appointed):	The members of the District Leadership Team, District Programme Team, District Support Team, District 14 to 24 Team
Main Contacts:	County Lead Volunteer, members of the County Leadership Team, Group Lead Volunteers, the members of the District Leadership Team, District Programme Team, District Support Team, District 14 to 24 Team, District Trustee Board, County Learning Sub-team, County Development & Volunteer Support Manager, of the national Growth and Communities Team, other District Lead Volunteers, members of the local community, schools and other youth organisations.
Appointment Requirements:	Successful completion of The Scout Associations' Adult Joining Journey, an Enhanced DBS check, completion of the relevant Growing Roots learning within six months of taking up the role, must be eligible for charity trustee status (as a member of the District Trustee Board)

Detailed role description

The role of District Lead Volunteer is based around six core areas of leadership and management. As an effective District Lead Volunteer, you will work with the District Leadership Team (where necessary) to:

Provide direction

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

Work with people

- Develop good working relationships based on trust, our volunteering culture and our scout values with adults in the District and with others in scouting.
- Plan for and ensure that suitable adults are recruited to work in appropriate roles in the District.
- Manage and support the adults in the District – including allocating tasks and reviewing their progress.
- Support adults in the District to develop by completing formal mandatory learning, 'in role' learning, trying out new skills and addressing problems affecting performance.
- Build a team spirit in the District and support the development of the whole team.
- Address conflict, if it occurs, within the District and reduce the likelihood of it happening, through good communication and other methods.
- Run effective District Leadership Team meetings and participate fully in the District Board of Trustees meetings.
- Ensure that adults in the District perform to agreed standards, and if serious problems occur, that correct procedures are followed in consultation with the County 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 local area.

Achieve results

- Have a robust District development plan in place and regularly review progress
- Satisfactorily complete projects in the District for which you are responsible.
- Ensure that all the initiatives in the District are managed appropriately.
- With the District Board of Trustees, and wider District Team, ensure that scouting is promoted locally.
- Build an understanding of the young people in your local area and ensure that scouting is promoted effectively to them.
- Monitor and review the progress that Group Lead Volunteers are making against their goals and development plans.
- Satisfactorily resolve problems and issues raised by adult and youth members of the District, and by parents or carers of youth members in the District.

Enable change

- Support and encourage adults in the District to think of new and creative ways to improve the District.
- Be enthusiastic about new ideas, give constructive feedback on those ideas and encourage and support further work on them.
- Communicate your vision for the future of the District and lead people through the changes that this vision requires.
- Develop effective plans to implement change and then carry them out, working together with relevant members of the District.
- Recognise the contribution of others towards change and improvement.

Use resources.

- As part of the District Board of Trustees, ensure that appropriate financial measures are in place.
- As part of the District Board of Trustees, ensure that there is an adequate income for the District, including working with team members to identify other income sources such as grants.
- Work with the District Board of Trustees and the District Leadership Team to ensure that the District has sufficient financial and physical resources to support its work with youth members.
- Work with the District Board of Trustees and the District Leadership Team to minimise the negative impact and maximise the positive impact that the District has on the environment.
- Work with the District Board of Trustees and Group Lead Volunteers to ensure that scouting in the District is safe.
- Make decisions, in partnership with the District Leadership Team (when appropriate), about all matters within the District based on the best available information.
- Ensure that all adults in the District have the right information provided in a timely manner and in the most effective way.

Manage your time and personal skills

- Agree realistic goals and targets with the County Lead Volunteer and the County Growth and Development Manager for the development of the District, which work towards The Scout Association's strategic objectives.
- Consider the future requirements of your role and identify the skills and knowledge required for development, and the steps you will follow to do so.
- 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 County Lead Volunteer.
- Ask other adult volunteers for feedback about how you carry out your role and act upon it.
- Attend National and County meetings, workshops and events, as necessary.

Person specification

Age

- 18 or over

Skills required:

- Ability to lead a team of adults E
- Excellent written and oral communication skills E
- Be computer literate E
- Provide inspirational leaders for the district E
- Provide strategic direction for the district E
- Be a self-motivator and be able to motivate others positively E
- Able to work well and as appropriate chair meetings E
- Presenting and facilitating skills E
- Ability to work and engage with young people aged 6 – 25 E
- Able to build, maintain and facilitate effective working relationships with a wide range of people E
- Ability to negotiate compromises E
- Ability to speak publicly E
- Ability to work within predefined limits (for examples timescales and budgets) E
- Construct and implement development plans that improve and grow the scouting offered to young people E

Knowledge and experience:

- An understanding of The Scout Association's structure and procedures D
- Previous experience of youth involvement/participation D

Personal qualities

- Self-motivated E
- Accept the policies and rules of The Scout Association
- Willingness to become a member, take The Scout Association Promise and wear the scout uniform E
- Accept and promote scouting's fundamentals E
- Have time available, amongst other commitments to commit to the role E
- Ability to meet deadlines E
- Be in a position to travel within the district, as required E
- A willingness to promote the agreed, viewpoints rather than perpetuate personal views E
- Have a flexible approach E

Practical Information

Benefits to you:

- Employability skills
- Management experience
- Strategic thinking
- Key volunteer for a national not-for-profit organisation
- Build confidence
- Training available if required

Key meetings per year:

- Organise and chair at least 4 district team meetings
- Attend meetings of the district executive committee
- Attend and lead the district's annual general meeting (in partnership with the district chair)
- Attend district events as required
- Attend 6 county leadership team meetings

The following information is provided to help you understand a little more about the support provided and the process that will be followed.

Expenses

Expenses incurred whilst undertaking the role are reimbursed in line with the district's expenses policy.

This is designed to ensure you are not out of pocket and that a person's financial situation is not a barrier to being appointed.

Induction

A full induction is provided on commencement of the role and it is a condition of appointment that you participate in this process. This will involve an introduction to the district and meetings with the county development office and staff from the regional services team.

Training

As with all appointments in scouting you will be required to undertake the relevant learning and validation for this role to complete a manager & supporter wood badge within three years. You will have a training adviser who will help you identify and validate your training plan.

Term of appointment

The initial appointment is for a maximum of five years but may be shorter by mutual agreement with the county commissioner and county appointments sub-committee.

The way we volunteer

The way we volunteer with the scouts has changed, to ensure that everyone that helps:

- is welcomed
- is supported
- is valued
- gains skills
- has fun!
- Know they matter

The areas of change are:

Change 1: A warmer welcome for everyone

Change 2: A more engaging learning experience

Change 3: Simplified roles and structures

Change 4: Effective digital tools to help get everyday things done



The District Lead for Lewisham Scouts, is key to successfully supporting the Scout Groups and Explorer Scout Units across the District to adopt the new ways of working.

This will help us ensure that even more young people across the District gain the skills they need to succeed in life!

A fresh approach to leading scouting across the District.

Our new ways of volunteering are designed to help us stay relevant and to help us attract more new volunteers, whilst also ensuring volunteering with scouts is enjoyable for everyone. Following an extensive period of national consultation, the way we volunteer has changed from a role based approach to a team based approach.

Key changes

Volunteering that works for everyone

Everyone can volunteer flexibly. The way you volunteer depends on the skills, time, and interests you bring to the team.

Clear purposes

The purpose of Trustee Boards (previously known as Executive Committees) is clearer to help us align with charity regulations. Trustee Boards are smaller than the previous Executive Committees.

Team-based volunteering

We have Team Leaders and Team Members. People can still be called Akela (for example), but these terms make it easy for people to volunteer flexibly.

Scout Active Support Units (SASUs) has been discontinued and people are now linked with the most relevant team. For example, a hillwalking SASU has become a sub-team of the Programme Team, or a general support team are now members of the District Support Team.

Share tasks among a team

Lead Volunteers (previously known as Group Scout Leaders, District Commissioners, and County Commissioners) share team tasks among their team. For example, a designated Safeguarding Lead can respond to safeguarding incidents in Districts and Counties.

Clear responsibilities

Districts are responsible for helping section team members learn the skills they need and support their programmes. This'll give close support to the volunteers who need it and removes duplication between Districts and Counties. A 14-24 Team Leader is responsible for Explorers, including Young Leaders, and Network.

A clear statement about volunteering with Scouts

“Our volunteering culture” is a statement of the culture and values we wish to foster and develop and provides clarity about the volunteering experience and culture we offer to current and potential volunteers, as well as what we expect of them.

“Our volunteering culture” is intended to be shared and made available to all existing volunteers and new volunteers as they join and be used during regular one-to-one meetings when discussing a volunteer’s experience.



Point your phone’s camera at the QR code to view the latest draft of the volunteer culture statement

How we work together in Scouts

Within scouts, we work together to deliver our shared 'programme focussed' goal whilst also looking after our volunteers. In the table below, we show how each part of the scouts contributes towards providing safe, fun, enjoyable and high-quality programmes for young people.

Organisation	Purpose
Section	Delivers the programme.
Group	Maintains an effective and motivated group of volunteers across the Group's Sections, whilst ensuring the Group is well regarded in their local community.
District 14-24 Team	Maintains an effective and motivated group of volunteers across the Explorer and Network Sections, whilst ensuring the 14-24 provision is well regarded in their local community.
District	Leads Scouting across the District, enabling volunteers' development, enhancing Sections' programmes and providing operational support.
County	Leads Scouting across the County, enabling volunteers' development (with focus on those in the County teams, including District Lead Volunteers), enhancing Sections' programmes in ways which are better delivered at scale and providing operational support.

Keeping the programme at the core of all that we do





Our programme is predominantly designed and delivered by Section Teams in partnership with young people. All our volunteers either deliver the programme, or support those who deliver the programme. We must demonstrate that every volunteer contributes to the delivery of a safe, fun, enjoyable and high-quality programme, and should challenge any volunteer team which does not meet this test.

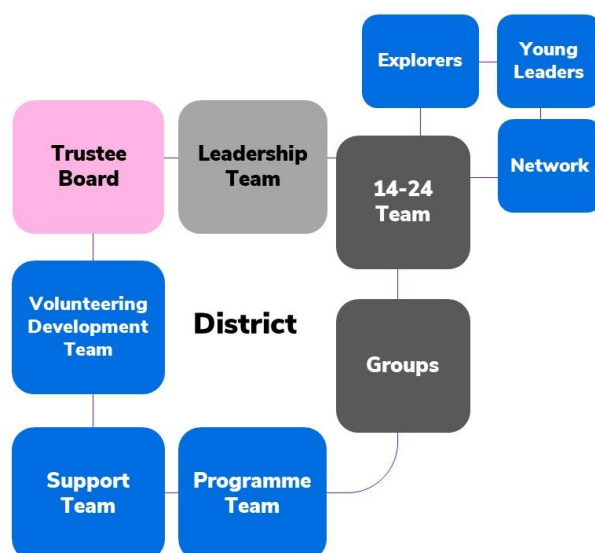


How Districts are organised

Scout Districts support volunteers so they are motivated and work well together. They support scouting across the District to ensure that it develops and provides relevant and engaging section programmes. They also make sure the 14-24 sections are working well and are well regarded in their local community.

Each District has:

Function	Teams	Team Purpose/Responsibility	
1	 Organisation	District Leadership Team	lead, inspire, and motivate the district
		District Support Team	support scouting in the district and help keep things running smoothly
		District 14 – 25 Team	support the explorers and network provision across the district
2	 People	Volunteer Development Team	ensure volunteers across the district are well supported
		Youth Team	champion youth shaped scouting across the district
3	 Programme	Youth Programme Team	bringing section teams together with other activity experts
4	 Governance	Trustee Board	provide governance
		Sub Teams	



How our volunteers work together in teams

To make flexible volunteering a reality, we need to make it easy for people to volunteer in a way that suits their skills, their interests, and their availability. To help this happen, we're no longer working to a role description, and instead are sharing a set of tasks amongst a team of volunteers. It's down to the team of volunteers to agree who does which tasks, and it'll change over time as people join and leave the team.

A team description has two types of tasks listed:

- **Tasks for the whole team** – All team members take part in these tasks and must have, or develop, the skills associated with these tasks
- **Allocated tasks** – The team leader ensures that one or more team members has the responsibility and skills for these tasks

What we call our volunteer roles has also changes. Our role titles have been updated to reflect how we volunteer now. Some named roles have been retained – where these serve clear purpose such as Treasurer or Permit Assessor.

The Lead Volunteer for the Scout District

The lead volunteer for the District leads the District Leadership Team to inspire volunteers to give young people great experiences and skills for life. The team works together to make sure the all the teams in the District are organised, have enough volunteers, and can deliver a great programme/programme support.

Lead Volunteers work with team members to share tasks out and make sure the team runs smoothly.

Create a positive team environment

- Agree who will be responsible for each of the District Leadership Team task by considering the teams 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 where necessary, adapt team activities and tasks to be accessible to everyone
- Make sure everyone in the team is safe and following safeguarding procedures

Help volunteers find what they need

- Help team members find learning and networking opportunities
- Encourage team members to share what's happening in the team and find out where they might need support
- Make sure volunteers have the permits or accreditations they need to carry out specific, allocated tasks (where relevant)

Reflect and review

- Set-up regular team self-reviews (at least once a year), to give everyone a chance to reflect on successes, and plan for the future
- Carry out individual reviews with each member of the District Leadership Team

Attract and welcome new volunteers

- Help recruit new volunteers (in partnership with the District Leadership and District Volunteering Development Teams), so there's always enough people in the District Leadership Team
- Make sure new members of District Teams are warmly welcomed and complete their mandatory learning

The District Leadership Team Description Overview

Purpose

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.

Who's in the team:

- District Lead Volunteer(s)
- Team Leaders of each District Team
- Lead Volunteers of each Group in the District
- District Youth Lead
- Other Leadership Team Members who may have specific responsibilities

Some Districts might find it helpful to have sub-teams, such as a climbing sub-team of the Programme Team, or a campsite service sub-team of the Support Team.

Multiple Districts can share some functions or teams. In this case, the District Leadership Teams make sure the teams are meeting their own District's needs.

Lot more detail that will be released soon, including the team descriptions for each. For now below is the 'almost final' team description for the new District Leadership Team:

Tasks for the whole team

Make sure:

- District teams work well on their own (and together).
- Teams across the District are inclusive and reflect the demographics of their local area.
- Volunteers in the District's teams fulfil their safety and safeguarding responsibilities, including keeping up to date with changes.
- Volunteers are aware of [Our Volunteering Culture](#), reflect on it, commit to it, and apply it in their teams.

Allocated tasks

- Help with recruitment to make sure there are always Trustee Chairs, Team Leaders and Group Lead Volunteers in the District.
- Support the District Youth Lead to work with teams across the District and its Groups so they can be shaped by young people.

Other responsibilities

Make sure safeguarding, safety and data incidents and complaints are managed well. The Lead Volunteer will be responsible for responding to these, or for appointing someone else in the District to do this.

Interested..?

We are really excited that you are interested in the District Lead Volunteer role.

Your next step...

Please take some time to complete the information requested on the application form. Make sure you provide as much relevant information as possible. This will help the search group consider who may be best suited for the role.

Please refer to the information in this pack and help us understand how you (or the person you are nominating) meet the requirements of the role. It may be helpful to include experiences outside of scouting that are relevant to the role such as in professional or other volunteer capacities.

Please do not hesitate to nominate people for the search group to consider. We would welcome as many suggestions as possible and we will approach people sensitively even if they are not aware that they have been nominated.

If you suggest someone else for the role you will not hear whether that person has been short-listed or not, in order to maintain the confidentiality of the process.

Applications should be sent using our online form which you can find at:
www.southlondonscouts.org.uk/county-team-vacancies

Queries

If you have any questions on any aspect of the role or wish to have an informal chat, please contact:

Judy Freeman, County Lead Volunteer for South London Scouts
county.lead@southlondonscouts.org.uk or 0844 357 2326

