



## BACKGROUND INFORMATION ON AVON SCOUTS



## Welcome to Avon Scouts

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I am really pleased that you are thinking of applying to support Avon Scouts on the next and exciting stage of our journey.

Avon Scouts provides positive youth activities for young people between 6 and 25 years helping young people develop life skills including teamwork, time management, leadership, initiative, planning, communication, self-motivation, cultural awareness, and commitment. Helping young people to get jobs, save lives and even potentially change the world. There is no doubt that through its youth work across the area Avon Scouts is changing young lives and local communities for the better from the inside out.

Currently through the generosity of its volunteers (lots of busy people giving a little bit of their time together) Avon Scouts provides the opportunity for over 12,000 young people to enjoy fun and adventure while developing their skills they need to succeed, now and in the future.

Over the next few years, we will be looking to transform the way we work embracing a digital culture and ensuring improved support for our volunteers. Alongside this we have ambitious plans to grow the number of young people that we support not just through our existing provision but also across the many different communities within the Avon area.

As a trustee, you will help us shape our vision and our new ways of working. We will be looking to harness your experience and wisdom as we drive forward with our exciting plans for the future.

If this sounds the right challenge for you then please do get in touch



Neil Salter, Chair Board of Trustees Avon Scouts

## Background Information

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### Scout County of Avon

The Scout County of Avon provides support, governance and guidance to the local Scouting community, enabling our key volunteer managers – County and District Lead Volunteers and Group Leaders to deliver exciting, challenging and safe activities for the benefit of the 12,000 young people and 4,000 adults involved in Scouting in Avon.

### What is the structure of Scouting

Scouting in the United Kingdom is organised in Scout Groups, Scout Districts, Scout Counties and Country (National) Headquarters. These 'units' of Scouting provide:

- Support
- Channels for communication
- Opportunities for youth Members and adults to make decisions and take responsibility
- Functional units through which the design and delivery of the youth programme can be best achieved.

The Scout County of Avon covers the geographical areas of the 4 unitary authorities of:

- Bristol
- Bath and North East Somerset
- South Gloucester
- North Somerset

The Scout County of Avon is broken down into 9 Scout districts:

- Bath – Bath and the surrounding villages
- Wansdyke – Midsomer Norton, Radstock, Keynsham, Saltford and the surrounding villages
- Cotswold Edge – Thornbury, Yate and the surrounding villages that are North of the M4 and the M5 Motorways
- Gordano – The Gordano Valley covering Portishead, Clevedon, Nailsea and Backwell and the surrounding villages
- Axe – Weston Super Mare and the surrounding villages
- Cabot – The Bristol suburbs west of the A38 and north of the river Avon
- Bristol South – The Bristol suburbs south of the river Avon
- Kingswood – The area of South Gloucester south of the M5
- Brunel – The Bristol suburbs east of the A38 and north of the river Avon

Scouting happens principally in Scout Groups, Explorer Scout Units and Scout Networks. A district is made up of several Scout groups. The groups are the local organisations for Scouting and can consist of one or more of the following sections:

- Squirrel drey (ages 4-6)
- Beaver colonies (ages 6-8)
- Cub packs (ages 8 – 10½)
- Scout troops (age 10½ - 14)

Provision for young people between 14 and 25 is provided under the management of the district rather than a group:

- Explorer Unit (ages 14- 18)
- Network unit (ages 18 – 25)

The function of all the other units (County/District team, Activity Groups) in the Movement is to enhance the quality of provision of the Scout programme at local level.



### **Who governs scouting?**

Scouting operates on a federal structure of governance so every Scout Group/District/County whilst operating under the umbrella of National Policy, Organisation and Rules (P.O.R) is an autonomous organisation holding its own property and equipment.

At each level Scouting is managed by a lead volunteer and will be independently governed by a Board of Trustees. The role of the Board of Trustees is to support the lead volunteer in the development of Scouting and to discharge the governance responsibilities of the charity. They are accountable to the relevant Scout Council for the satisfactory running of the charity. Each board should consist of a Chairman, Treasurer and a number of other trustees.

The Scout County has overall responsibility for setting the local strategy and approach for Districts and Groups to deliver the National strategic objectives of:

**Growth** - To increase the number of youth members and adult volunteers

**Inclusivity** - To be as diverse as our communities

**Youth shaped** - To ensure Scouting is shaped by young people in partnership with adults

**Community Impact** - To make a positive impact in our communities

### **Who runs the Scouting activities?**

Scouting operates under a Royal Charter and in accordance with the Scout Association's Policy Organisation and Rules (POR). POR contains all key policies and acts as the operation manual for the organisation.

Whilst Scouting activities effectively take place at Sectional level within a Group, some activities are shared and provided at the District, County, National or International level.

Wherever they are provided the youth programme in Scouting has a fundamental dimension, which determines how it is carried out. This is the Scout Method. The Scout Method is a system of progressive self-education through:

- The Scout Promise and the Scout Law
- Learning by doing
- Membership of small groups
- Progressive discovery and acceptance of responsibility under adult guidance
- Training towards self-government
- Direction towards the development of character
- The acquisition of competence, self-reliance, dependability and the capacities both to cooperate and to lead
- Encouraging and enabling personal best effort
- Progressive and stimulating programmes of varied activities based on the interests and choices of the participants, including games, useful skills, and services to the community, taking place largely in an outdoor setting in contact with nature.

### **Scout Group**

A Scout Group is led by a Group Lead Volunteer. The Group Lead Volunteer is assisted and supported by the Group Scouters in the delivery of a Balanced Programme for young people within the Group.

The Squirrels, BEAVERS, CUBS, SCOUTS WITHIN A GROUP ARE LED BY A team of adults supported in some instances by Young Leaders (age 14- 18). In addition to this many sections will also rely upon the support of parents on a rota basis – Where this is the case these parents are classed as occasional helpers.

### District

A Scout District is led by a District Lead Volunteer. The District Lead Volunteer is assisted and supported by the District Team.

Explorer Scout and Network Units are not autonomous organisations. They are part of a Scout District, which acts as their parent body.

Explorer Scouts are also led by a team of adults.

Scout networks are mainly member-led but are assisted by a network leader.

### County

A Scout County is led by a County Lead Volunteer. The County Lead Volunteer is assisted and supported by the County Team.

The role of County is to provide support to Group Leaders and District Commissioners to deliver exciting, challenging and safe activities for the benefit of all in Scouting



### Other Units

In addition to the youth training sections activity groups may be established any level - National, County, District or Group to support specific activities. These can be as wide ranging as:

- Activity Groups such as Sailing, Canoeing or Ten Tors training (Walking/navigational activity)
- Faith based support groups – Muslim Unit (National)
- Local units – such as fundraising teams in support of a local group

## **What activity centres does the Scout County of Avon own?**

The Scout County of Avon owns and operates the following centres:

Woodhouse Park – A camping and activity centre of 36 acres at Almondsbury.

BP Boathouse – A water activities centre (Canoeing, rafting and pulling) situated at Bristol docks. This facility is jointly leased along with the guides from Bristol City Council.

Sailing yard – A water activities centre (Sailing) situated at Bristol docks leased from Bristol City Council

Centenary Wood – A newly established woodland (2007) at Newton St Loe that is leased from the Duchy of Cornwall

In addition, the Scout County has a number of Activity Groups that support adventures activities including: Hillwalking, Shooting, Climbing, Caving

## **How do the finances operate in Scouting**

Scouting is a self-funded charity where the majority of funds raised come from its own members. The majority of groups will collect monies from members on a monthly basis to cover the costs of weekly programmes and the annual membership fee.

In addition to this Groups will carry out a range of fundraising activities with the aim of covering the weekly accommodation costs of meeting places for the youth sections.

Additional activities such as camps will usually incur an additional cost if members wish to attend.

## **Awards**

In June 2022 Avon Scouts was awarded The Queens Award for Voluntary Services.



## Role Description

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| <b>Title</b>             | Trustee  |
| <b>Location</b>          | Meetings Held in Almondsbury, South Gloucestershire or via Zoom  |
| <b>Responsible To</b>    | Chair of the Board of Trustees   |
| <b>Time Commitment</b>   | Up to 6 meetings a year and (mainly weekday evenings)  |
| <b>Remuneration</b>      | This is a Voluntary (unpaid) role) reasonable expenses incurred will be reimbursed   |
| <b>Appointment</b>       | Must successfully complete the appointment process (including acceptable personal enquiries including an enhanced DBS and acceptance of the Scout Association's policies).                                       |
| <b>Support Available</b> | Formal training on the responsibilities of Board of Trustee Members will be provided. Induction training covering key Scout association policies and operation of Avon Scout Board of Trustees will be provided. |





## Main Responsibilities

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### Purpose

The trustee board is a team of volunteers who work together, as charity trustees, to make sure Scouts is run safely and legally. At the heart of their role is a focus on strategy performance and assurance. Effective trustee board governance helps our volunteers deliver fantastic programmes that give young people skills for life

### Duties:

- Support and provide advice on Avon Scouts purpose, vision, goals and activities.
- Approve operational strategies and policies, and monitor and evaluate their implementation.
- Oversee Avon Scouts financial plans and budgets and monitor and evaluate progress.
- Ensure the effective and efficient administration of the organisation.
- Ensure that key risks are being identified, monitored and controlled effectively.
- Review and approve Avon Scouts financial statements.
- Provide support and challenge to Avon Scouts Lead Volunteer in the exercise of their delegated authority and affairs.
- Keep abreast of changes in Avon Scouts operating environment.

- Contribute to regular reviews of Avon Scouts own governance.
- Attend Board meetings, adequately prepared to contribute to discussions.
- Use independent judgment, acting legally and in good faith to promote and protect Avon Scouts interests, to the exclusion of their own personal and/or any third-party interests.
- Contribute to the broader promotion of Avon Scouts objects, aims and reputation by applying your skills, expertise, knowledge and contacts.

### **What we are looking for**

We are looking for people willing to bring energy, enthusiasm and commitment to the role, and who will broaden the diversity of thinking on our board.

You do not need previous governance experience – we will provide a full induction and training.

## **General Board of Trustee Responsibilities**

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- To be a full and active participant in Board of Trustee meetings and activities.
- To uphold the responsibilities of the Board of Trustees as outlined in The Scout Association's Policy Organisation and Rules.
- Willingness and eligibility to act as a Charity Trustee for the County.
- Contribute to the strategic aims and future development of the County.
- Board members have a collective responsibility. This means that trustees always act as a group and not as individuals.

## **Personal Skills & Qualities**

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- Ability to work as part of a team.
- Able to think creatively and solve problems.
- Willing to speak one's mind and listen to view of others.
- Willingness and ability to understand and accept their responsibilities and liabilities as trustees and to act in the best interests of the organisation.
- Ability to think creatively and strategically, exercise good, independent judgement and work effectively as a board member.
- Effective communication skills and willingness to participate actively in discussion.
- A strong personal commitment to equity, diversity and inclusion.
- Enthusiasm for our vision and mission.

- Willingness to lead according to our values.
- Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.



## How to apply

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### Process

You can apply for the role yourself using the application form or nominate someone else using the nomination form. Nominated people are under no commitment to continue with a application unless they wish to.

All applications should address the requirements of the role, as laid out in the role description and person specification.

All applications will be considered by a subgroup of the current Board of Trustees with shortlisted candidates being invited to attend an interview. Shortlisting will be based solely on the information provided by each candidate in their application form.

Successful candidates will be recommended for appointment to the Scout Council at the AGM in September by the current Board of Trustees.

#### *Key dates*

The closing date for applications is 30<sup>th</sup> June 2024

#### *Further information*

For more information, or for an informal chat about the trustee role, please contact:

Neil Salter


Phone: 07484 680719

Email: [neil.salter@avonscouts.org.uk](mailto:neil.salter@avonscouts.org.uk)

## Further information

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Further information can be found on the links below:

- Avon County Scouts Website: [Avon Scouts](#)
-  Apply to be a trustee at Avon Scouts: [Be a Trustee](#)
- Charity Commission information: Avon County Scouts Charity number 302146