



Playing your part on our Board of Trustees

**Trustee role description and person
specification**



Welcome

What we do as Trustees really counts.

The role of the Board is to make sure we're strong enough as a movement to inspire a generation of young people to step up, dream big and gain skills for life.

As a trustee, you would make a huge contribution at national level to the UK's biggest youth movement. Now more than ever, our young people need skills for life to prepare them for the future. But for that to happen we need great foundations in place to keep Scouts safe, to ensure we are financially robust, and to deliver fantastic support for our 140,000 volunteers.

We need your experience and wisdom to help us make sure we're well governed and managed. We also develop our own skills as trustees, learning from each other.

Now is a pivotal moment for Scouts. We have just announced an ambitious programme to make sure we are providing the safest possible environment for our young people. We're approaching the end of our Skills For Life strategy and need to decide our next set of priorities. We've delivered a huge amount over the last six years, from the launch of Squirrels for 4 and 5 year olds to bringing Scouts to even more areas of deprivation.

While this is sometimes challenging, we're not afraid to put in the extra effort needed to open up opportunities for all. For us, diversity is key - diversity of thought and backgrounds to help us bring Scouts to new communities in innovative ways.

With this in mind, we would particularly welcome applications from candidates from Black, Asian and minority ethnic backgrounds and disabled candidates, as these groups are under-represented on our Board.

It's such a privilege for me to lead our talented Board. Every one of us is guided by our Scout values of integrity, respect, care belief and cooperation. If these values resonate with you too, then there could be a place on the team. I look forward to your application.

Jennie Price
Chair of Trustees



Trustee Role Description

Our vision for 2025

By 2025 we'll have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

We're proud to say we are a values-based movement, and the values of Integrity, Respect, Care, Belief and Cooperation guide everything we do.

Role purpose: To develop Scouts in keeping with its charitable objectives and in the parameters of good governance.

Main responsibilities

1. To take part in formulating and regularly reviewing the strategic aims of the movement, and provide direction for its ongoing development, in accordance with our Bye Laws.
2. With other Trustees, make sure that our policy and practices are in keeping with our aims.
3. With other Trustees, exercise effective control, making sure that we function within the legal and financial requirements of a charitable organisation that strives to achieve best practice.
4. With other Trustees, fulfil all other duties as laid out by law and in accordance with our Bye Laws.
5. To sit on at least one of the Board's reporting committees (Finance, Strategy and Delivery, People and Culture, Safeguarding, Safety, and Nominations and Governance) and/or a sub-group or working group.

Main duties

1. **Developing and reviewing strategic aims**
 - consider the organisation as a whole, including its subsidiary companies, and its members.
 - reflect the vision, strategy, major policies and values at all times.
 - contribute specific skills, experience and contacts in support of our activities.
2. **Ensuring policies and practices are in keeping with aims**
 - abide by the principles laid down in the person specification (and code of conduct).
 - attend meetings of the Trustee Board (there are normally 4 per year as well as the AGM) and the reporting committees (frequency varies).
 - reflect the Trustees' policies and concerns in all interactions with the Movement.
 - assist in the implementation of our strategic goals.
 - monitor and evaluate performance against strategic aims.
3. **Exercise effective control and ensure best practice**

- attend training and development opportunities as appropriate, including an induction programme on taking up the role of Trustee, and Trustee briefings.
- work effectively as a team member of the Trustee Board in exercising its responsibilities and functions.
- take an active role in a reporting committee and/or sub-committee or working groups, contributing specialist skills, experience and knowledge as required.
- protect the assets and integrity of the charity, with regard to best practice.
- maintain good relations with our staff.
- fulfil such other duties and assignments as may be required from time to time by the Trustee Board.
- engage with members of the Movement at other levels in the organisation.

Trustee person specification

As a Trustee you should be able to demonstrate the following:

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- A record of proven and significant achievement in your own field.
- An understanding of the type of work undertaken by Scouts and commitment to our values and ethos.
- A personal alignment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Successful experience of operating on a board or a major committee in a charitable, public sector or commercial organisation.
- Demonstrable experience of building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives.
- Confidence and effective communication skills with a range of audiences and the ability to challenge in a constructive way.
- A background in one or more of the following areas would be particularly welcomed; **Safety; Digital; Human Resources and Charity Fundraising and Marketing**
- An understanding of how to motivate and enthuse volunteers.
- A proven track record of sound judgment and effective decision making.
- An understanding of the respective roles of the Chair, Trustees, UK Volunteer Lead, UK Youth Lead and Chief Executive.
- A track record of commitment to promoting equality and diversity.
- Wider involvement with the voluntary sector and other networks.
- Enthusiasm, energy and time to commit to this role.
- Availability and willingness to attend 4 Board meetings per year and commitment to attend designated committees/working groups reporting to the Board (prior notice is given for all Board and Committee dates).