# H& S Skill Focus for Upcoming Elected Scout Board Members

## A. Primary Technical Skills (Core)

1. **Competence:** Experience of application of safety principles, regulations, and best practices within a high hazard environment / industry.

2. **Legal Compliance:** Clear understanding of legal obligations related to health and safety in the workplace and how this translates across to Scouting to assure compliance with relevant laws and regulations.

3. **Application of Health and Safety Regulations:** Experience of applying health and safety regulations and standards to ensure compliance.  With this experience combined with experience of Scouting as an Elected Member show an understanding and ability to identify relevant health and safety regulations and standards applicable to the volunteering sector.

4. **Risk Assessment and Audit and Assurance:** Experience of identifying potential hazards, assessment, developing strategies to mitigate risk and audit and assurance in a work environment, including risk assessment methodologies and strategies.

## B. Analytical Skills (Essential)

5. **Analytical Skills:** Capacity to analyse data related to safety performance, incident reports, and trends to identify areas for improvement.

6. **Problem-Solving Skills:** Ability to identify safety issues, evaluate alternative solutions, and implement effective corrective actions.

7. **Continuous Learning and Professional Development:** Commitment to staying updated on industry trends, best practices, and emerging technologies in safety management.

## C. Enabling Skills (Desirable)

8. **Management Skills:** Experience of leading safety initiatives and managing safety teams to influence organisational safety culture to prioritise safety – demonstrating an understanding of business operations and aligning safety practices with organisational goals.

9. **Communication and Influencing Skills:** Experience of effectively conveying safety protocols, policies, and procedures to employees to influence behaviour, management, and regulatory authorities, showing the ability to lead by example and inspire others to prioritise safety.

10. **Interpersonal Skills:** Understands the need for building positive relationships with stakeholders, including volunteers and employees, management, regulatory agencies, and community members to improve safety culture.

## D. Secondary Technical Skills (Desirable)

11. **Safety Training and Education:** Experience of developing and or delivering effective safety training programs to employees at all levels within an organization.

12. **Accident Investigation:** Skill in investigating workplace accidents and incidents to determine root causes and prevent future occurrences.

13. **Emergency Preparedness and Response:** Knowledge of emergency procedures and the ability to develop and implement emergency response plans.