

**We need
people
who are
great with
people.**



Applicant Information Pack

Safety Officer



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Hello, it's you we're looking for.

We're Scouts and everyone's welcome here - all genders, races and backgrounds, as well as disabilities and those from the LGBTQ+ community. We give over 400,000 4–25-year-olds the skills they need for school, college, university, the job interview: the skills they need for life.

Right across the UK, we're helping young people gain skills for life and find their place in the world. We help them speak up, play their part and shine bright. Scouts is the place to be yourself and find yourself.

These are young people who are not afraid to stand up for what they believe in, to do the right thing and think of others before themselves.

At a time when communities sometimes feel divided, Scouts brings people together. We're building stronger communities and contributing to a stronger society. All this is made possible by the generosity of our adult volunteers.

We were voted Charity of the Year in 2022 and we are accredited with Investors in People Gold Standard.

Now's a challenging time for us all, but Scouts has never been more important - giving young people purpose, hope, and a place to belong. With the launch of Squirrels for 4–6-year-olds, and opening more units in even more areas of deprivation, we're making more of a difference than ever.

Visit the Scouts online [here](#) for more on our values and [#SkillsforLife](#) strategy.



Carl Hankinson, UK Chief Volunteer



Aidan Jones, Chief Executive

'At a time when communities sometimes feel divided, Scouts brings people together. We're building stronger communities and contributing to a stronger society.'

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Scout Ambassador, Dwayne Fields, Polar Explorer & TV Presenter (second from left) with celebrity chef Levy Roots (third from left) with our Scouts at 10 Downing Street, London UK

You'll be helping change young people's lives. But what else is there for you?

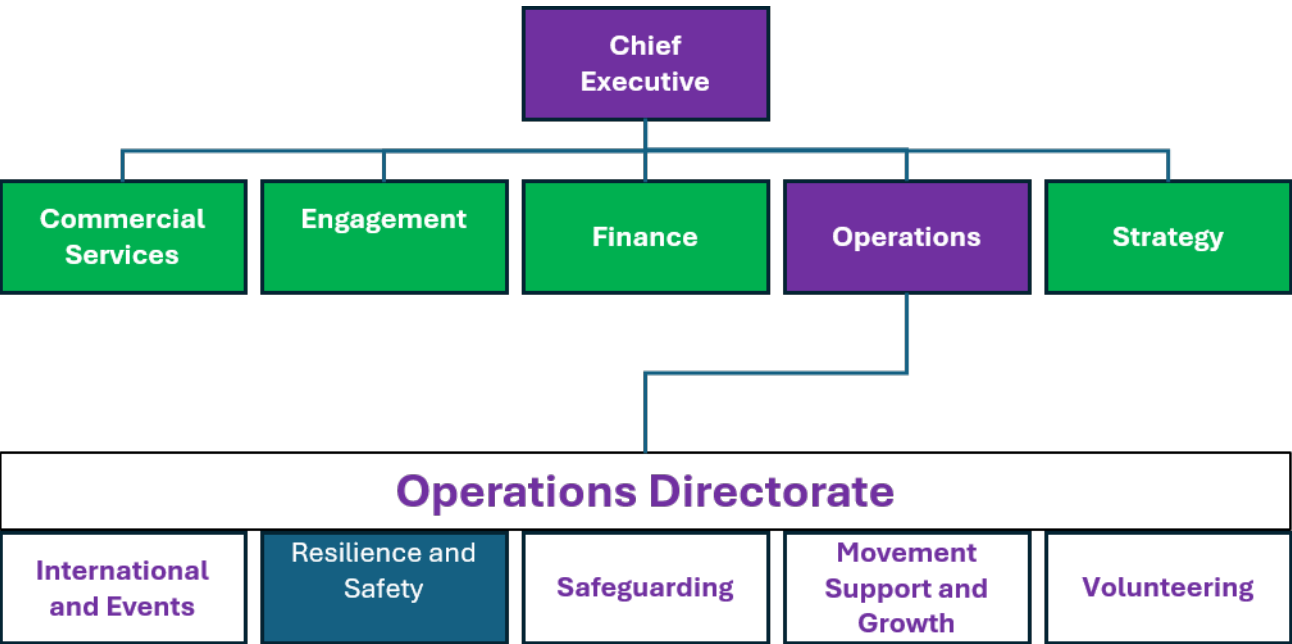
- Work in a way that suits you, your role and your department
- Be proud to say you're part of a team with [Investors in People \(Gold\)](#)
- Plenty of opportunity for learning and development
- 28 days holiday a year, plus bank holidays, rising to 32 days after two years (and we don't insist you go camping)
- Four extra days to look after your family when they need you
- Three extra days over Christmas (that's our gift to you)
- When you're at the office, you'll be surrounded by 100 acres of beautiful woodland (that means lovely lunchtime walks)
- Be part of a team that believes having fun's important too, with team days, charity days and our new interactive Scout-themed collaboration hub (think tents!) creating a great informal environment for meeting and working

Want to know more?

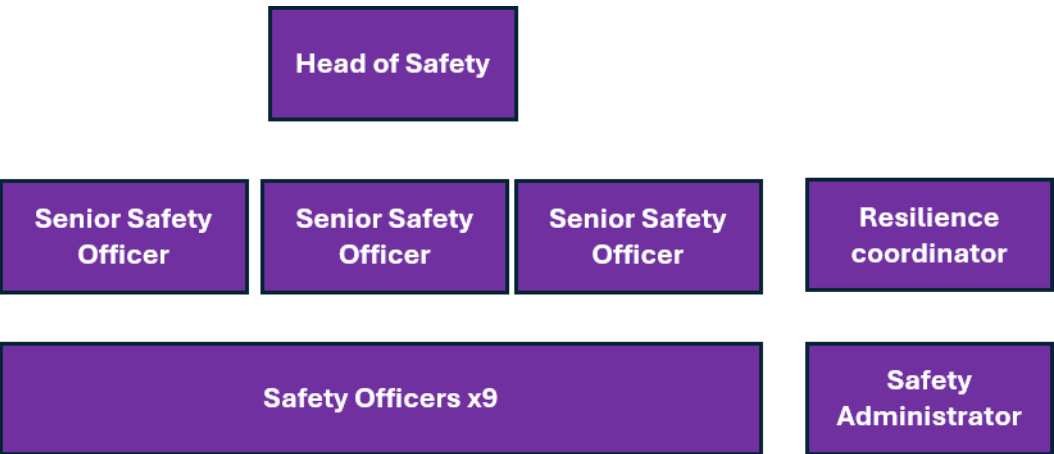
Check out our [benefits page](#)

How we're structured

Our UK headquarters is based at Gilwell Park, Chingford, London, and is divided into five directorates:



Safety Team Structure



We're the Safety Team.

We're doing well, but you can help us do better.

By its very nature, scouting is adventurous and challenging and that's how we want it to be – but, alongside that, nothing is more important than keeping young people safe. So the Safety team's mission is to do exactly that.

We are a small service comprising of 13 members who are all committed to this priority. We do this through providing policy development, advice and services to the thousands of adult scout leaders operating across the UK. Recognising that scouting is delivered by volunteers who give up their time to help young people gain skills for life, it's quite a challenge to provide safety policies, guidance on assessing risk and practical training which work effectively 'on the ground'.

At the Scouts you will find our whole staff team is exceptionally strongly committed to what the Scouts is aiming to achieve and to its values so in return for your expertise and energy in this role, you will work with great colleagues and be encouraged to learn and develop.

Patrick Ward
Head of Safety



About the role

Responsible to:	Senior Safety Officer
Department:	Resilience and Safety
Base Location:	Gilwell Park, Chingford, London
Role supports hybrid working:	Yes – click here for further details
Term:	12 month Fixed Term Contract
Salary:	£40,694 per annum, Band F, Level 3 (Inclusive of Outer London Weighting)
Hours:	35 hours per week
Line Management Responsibility:	n/a
Internal Relationships:	The Safety Team work with most teams at the Scouts providing specialist advice and guidance relating to safety and adventure.
External Relationships:	National Governing Bodies, Awarding Bodies, Scout partners, safety organisations, Outdoor Education and Adventurous Activity organisations.
DBS:	Basic

What's expected?

The purpose of the role is to ensure young people taking part in Scouting are safe, by working with local volunteers, line managers and specialists to ensure that national policy, procedures and guidance are implemented at a local level. To conduct local quality audits to assess compliance with Scouts' policies, procedures and guidance and use these and compliance data in order to drive good practice and quality assurance measures for monitoring and making improvements

The role provides specialist advice, guidance and support to the movement in matters of safety and adventure, involving supporting and advising adult volunteers to enable them to safely deliver the Scout Programme. This includes liaising with external agencies and other specialists to ensure that safety and adventure advice provided to members is informed by industry best practice.

Key accountabilities

- Provide members with specialist technical advice and support in the area of safety, outdoor activities and adventure.
- Assist the Head of Safety and senior Safety Officers in developing the Scouts' safety rules, policies and guidance and support in line with industry and external best practice.
- Research, plan and prepare proposals for changes to rules, policies and guidance relating to safety and outdoor

and adventure, ensuring they are in line with current Government guidance and legislation.

- Use management information to inform best practice.
- Work with local volunteers to manage and learn from safety related incidents
- Work with local volunteer line managers to ensure the delivery of safe scouting to members, through compliance, quality assurance, and data insights.
- To ensure a high standard of resource materials, for members and deliver training.
- Ensure responsive and genuine engagement with internal and external stakeholders which will provide both challenge and support.
- Conduct health and safety audits in line with the Scouts' Safety Quality Framework, identify areas of non-compliance and take appropriate action to rectify these
- Any other duties as reasonably requested by the Safety Team Management, commensurate with the general level of responsibility of the job.
- Helping to ensure that sites and scouting activities are fully compliant with both UK legislation and the Scouts' detailed safety rules and guidance.

About you

Skills and abilities

- Ability to fully appreciate the nature of a volunteer delivered service and ability to influence and sensitively achieve compliance with safety requirements.
- Ability to undertake assigned tasks within deadlines.
- Ability to risk assess.
- Ability to prioritise workload and work to meet deadlines.
- Ability to assimilate large amounts of data and information and provide a summary of key implications for others.
- Ability to effectively present information clearly and influence an audience.
- Ability to think creatively and solve problems.
- Ability to use own initiative.
- Ability to construct written information for the production of web articles, resource material, magazine articles, committee papers and minutes of meetings.
- Excellent communication skills.

Knowledge, experience and qualifications

- Good knowledge of relevant health & safety legislation and regulation.
- Knowledge of outdoor and adventurous activities, including residential experiences, including new and developing trends.
- Experience in delivering health & safety advice.
- Experience of conducting health & safety audits and identifying risk.
- Experience of undertaking safety risk assessments and implementing them.
- Experience of developing policy and guidance on health & safety matters.

- Experience of office administration, using Information Technology, analysing/interpreting data and composing reports.
- Level 3 IOSH/NEBOSH accredited qualification.
- Sufficient education to ensure necessary understanding of the role and its context and to be able to write formal written reports
- Valid UK Driver's Licence

How to apply

Before making an application, please make sure that you've read the [Recruitment and Selection Policy](#).

Please submit an application via the application link on [our jobs page](#) by **11:59pm on 23rd October 2026**.

To help us monitor the application of our [Equality, Diversity & Inclusion Policy](#), we'd be grateful if you'd also complete the Recruitment Monitoring questions on the Application Form.

[Interviews will be held virtually week commencing 2nd November 2026.](#)

If you'd like to find out more to see if this role suits you, we'd be very happy to have an informal chat; please contact recruitment@scouts.org.uk to set up a call or virtual meeting.

