

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



Applicant Information Pack

Safeguarding Development Manager (Maternity Cover)



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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. 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.

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.



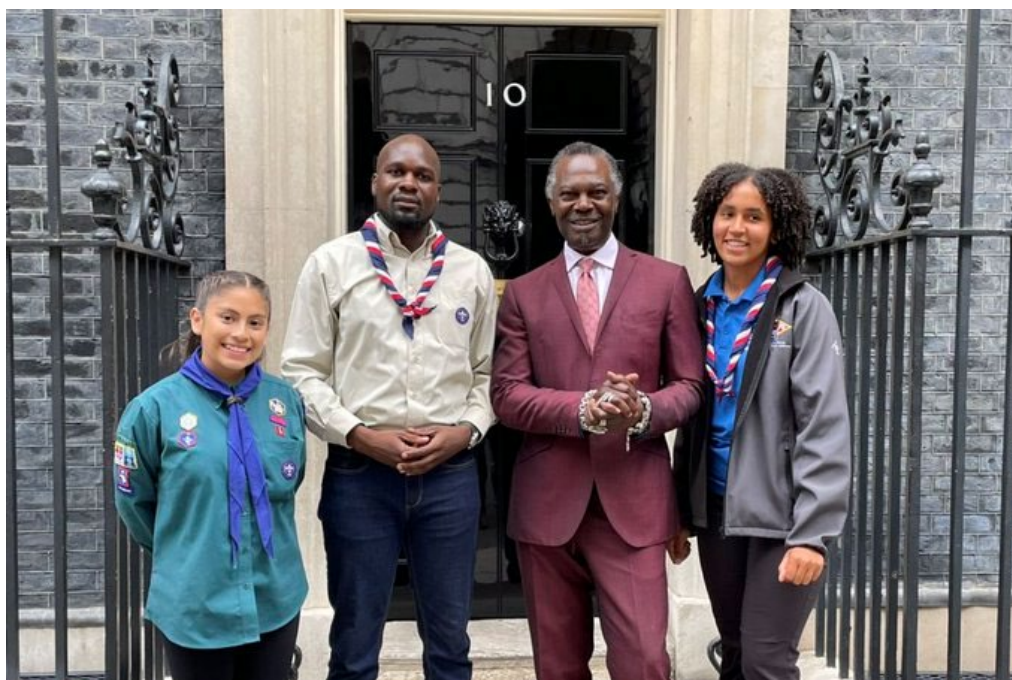
Carl Hankinson, UK Chief Commissioner



Matt Hyde, 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?

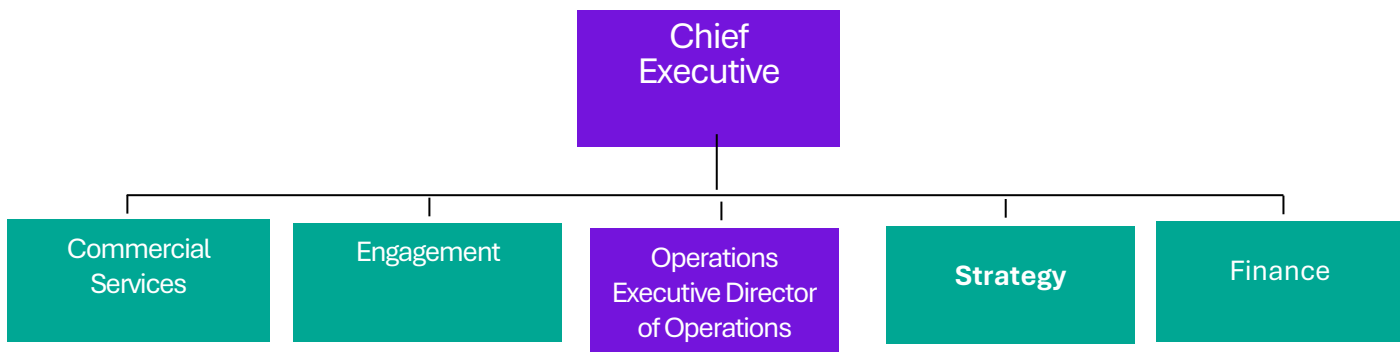
- Work in a way that suits you, your role and your department
- Be proud to say you're part of a team with [Investors in People \(Gold\)](#)
- Plenty of opportunity for learning and development
- 25 days holiday a year, plus bank holidays rising to 28 days after two years, then increasing again to 32 days after five 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](#)

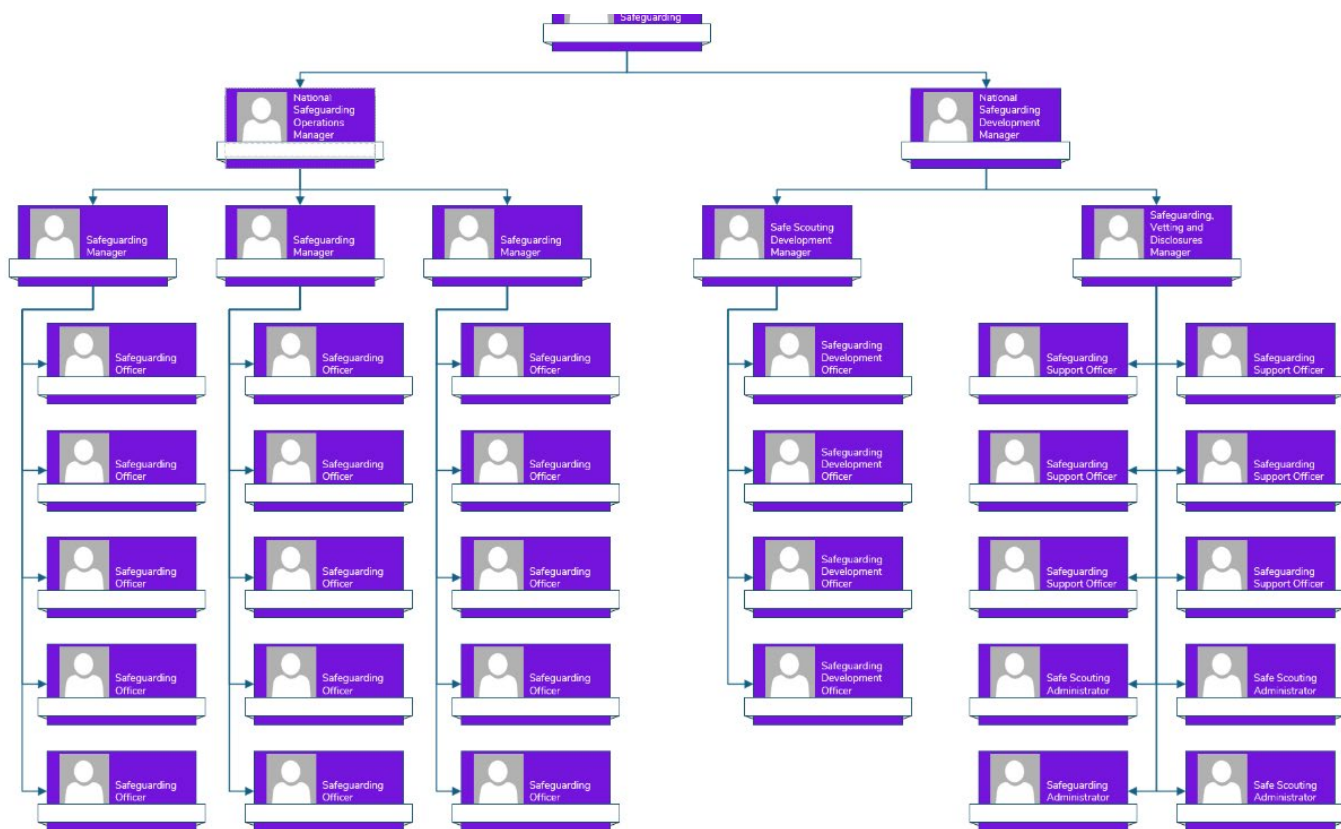
How we're structured

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



The Safe Scouting Department sits within Operations Directorate and consists of the Safety Team and the Safeguarding Team.

Safeguarding Team Structure



What's expected?

The Safeguarding Team is responsible for delivering the safeguarding function across the Scouts throughout the UK. This includes responding to safeguarding and welfare concerns or allegations as well as the implementation of Safer Recruitment including vetting processes. The Safeguarding Team ensure that Safeguarding is a golden thread that runs through all of Scouting; and we help to facilitate safeguarding at all activities, including large scale events such as the World Scout Jamboree, to ensure a safe and enjoyable experience for youth members and volunteers.

This role is to lead the Safeguarding Development Officers in building our pro-active and preventative capabilities, supporting the on-going development of a strong safeguarding culture throughout the movement, seeking to bring victim and survivor voice into all that we do. The postholder will drive forward the delivery of the Safeguarding Team's continuous development plan - to further protect young people in Scouting.

Our team consists of people with a wide range of backgrounds and professional experience including social work, charities, education, law enforcement and other safeguarding roles. This professional diversity provides a breadth of knowledge and experience and this, alongside a genuinely caring team ethos ensures our members are supported in their work.



About the role

Responsible to:	National Safeguarding Development Manager
Department:	Safe Scouting
Base Location:	Gilwell Park
Role supports hybrid working:	Yes – click here for further details
Term:	Fixed Term contract for 12 months (Maternity Cover)
Salary:	£35,831.71 per annum, Band G, Level 3, which is pro rata of £48,235 per annum, Band G, Level 3 inclusive of OLW.
Hours:	26 hours per week (3.5 days)
Line Management Responsibility:	4 Safeguarding Development Officers
Internal Relationships:	Senior Leadership Members, Volunteers and all Association Staff
External Relationships:	External Bodies and Agencies
DBS:	Basic

Core Purpose

The Safeguarding Development Manager's purpose is to drive forward the delivery of the Safeguarding Team's continuous development plan - to further protect young people in Scouts. The role will line manage our 4 permanent Safeguarding Development Officers and support the analysis of safeguarding, welfare and vetting cases that are managed within the Safeguarding Team. Reflection will be critical to ensure options for improvements are identified, with the Safeguarding Development Team being critical of ensuring these improvements are then implemented effectively and efficiently.

This role will involve project management of continuous improvements as well as providing specialist advice on these key pieces of work, providing regular updates to the Safeguarding Managers as well as to the Safeguarding Committee. Critical to the role will be planning, managing emerging risks and issues, and delivering high quality outputs.

Key accountabilities

- Project Manage and drive delivery of the Safeguarding Development Team's Programme of work
- Project manage the involvement of Safeguarding in the collaboration of other projects making up the wider programmes of work within the organisational strategy.
- Engage with a variety of stakeholders including young people, parents/carers, Scout volunteers, Scout HQ colleagues and external agencies to gain insights to the service delivered and support offered; to develop and communicate key updates and to update and improve the service and support provided
- Analyse data to identify trends in safeguarding concerns, to inform pieces of work and projects.
- Reflect on learning from casework and safeguarding concerns to amend existing procedures and processes; and to improve standards and efficiency
- Identify opportunities for sharing learning and best practice across the Scouts, including digital opportunities
- Drive initiatives to anticipate and respond to trends in order to develop the Safeguarding service
- Develop key Safeguarding policies, cards and guidance documents
- Manage and drive development and implementation of Safeguarding content for the website and ensure consistency and accuracy of materials produced.

About you

Knowledge, experience and qualifications

- Excellent project / change management skills
- Working in continuously improving services - ability to work in an agile way
- Use of data to inform improvements
- Working faced paced on projects with key interdependencies
- Experience of engaging key stake holders (in writing and verbally)
- Maintaining and developing strategic partnerships with external agencies
- Attention to detail and accuracy
- Experience of developing policy, guidance and/or projects on safeguarding / health & safety matters

Skills and abilities

- Good interpersonal skills
- Effective communication skills
- Being comfortable with fast paced environment. Adaptability and flexibility.
- Prioritisation / managing competing demands
- Able to work with and manage a team
- Ability to work on own initiative
- Strong IT skills including (intermediate Excel), including analysing / interpreting data and composing reports and presenting data.
- Ability to manage project work, including managing resources and priorities, coordinating work, motivating others, taking personal responsibility and making recommendations.

Values and personal qualities

- Commitment to delivering a high-quality customer focused service
- Want to ensure responsive and genuine engagement with internal and external stakeholders which will both challenge and support
- Considerable discretion and independence to act under general guidance but refers to higher levels for policy and professional decisions
- Show calmness under pressure
- Excellent communicator
- Ability to keep sensitive information confidential
- Personable and approachable manner
- Self starter and ability to work on own initiative
- Open minded, flexible and articulate
- Able to manage competing priorities and demands

Equity, Diversity & Inclusion

The Scouts is an equal opportunities employer and we are committed to fostering an inclusive environment where everyone feels valued and empowered to contribute. We offer flexible working arrangements to support diverse needs and lifestyles, ensuring that our teams can thrive both professionally and personally. We welcome and encourage applicants from all walks of life, believing that varied perspectives strengthen our innovation and community. Your unique experiences and ideas are essential to our success, and we look forward to hearing from all voices.

How to apply

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

Please submit your online application, including a CV and supporting statement outlining your suitability for the role **by 11:59 pm Wednesday, 13th May 2026**

Scouts is an inclusive organisation, and we are committed to creating a recruitment process that is accessible to everyone. If you need support during the application process, please email recruitment@scouts.org.uk, and we will endeavour to support your accessibility needs.

If you are shortlisted for an interview, we will ask you whether you require any adjustments or support to participate fully in the selection process.

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 on Friday, 22nd May 2026, in person at Gilwell Park

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.