



UK Lead Volunteer for Safe Scouting

Role information pack

Join our UK Leadership Team

Scouts 



Welcome

Thank you for your interest in becoming the next UK Lead Volunteer for Safe Scouting. This information pack will help you understand the role, what it involves, and how to apply.

Could you help lead the future of safe Scouting?

We're looking for an inspiring and values-driven volunteer to join our UK Leadership Team, helping to shape a strong, supportive safety, safeguarding, and assurance culture across the movement.

If you have leadership experience within Scouts, care deeply about keeping young people safe, and believe that the best safety, safeguarding and assurance cultures are built on trust, support and open conversation, this could be the role for you.

As UK Lead Volunteer for Safe Scouting, you'll play a pivotal role in making sure every young person can enjoy Scouting's adventures and opportunities in the safest possible environment - supported by volunteers who feel confident, equipped and never alone when challenges arise.

What is the UK Lead Volunteer for Safe Scouting?

The UK Lead Volunteer for Safe Scouting is responsible for the volunteer leadership of safety, safeguarding, assurance and compliance across UK Scouts. Reporting to the Deputy UK Chief Volunteer, you'll sit on the UK Leadership Team and work in close partnership with staff colleagues across UK Headquarters, including the Executive Director of Operations and Heads of Safeguarding, Safety, and Risk & Assurance.

You'll guide five teams of volunteers: Safety, Safeguarding, Assurance and Compliance, as well as the UK Safe Scouting Learning Review Group. Together, you'll make sure our rules and procedures are clear, well understood and consistently applied, so that every young person can enjoy Scouts in the safest possible environment.

The UK Lead Volunteer for Safe Scouting leads the development of a culture where everyone in Scouts works together to keep young people safe, so they can have amazing adventures and gain skills for life in the safest possible environment.

Your leadership will help volunteers feel confident and equipped to keep everyone safe, and make sure that when things are difficult, people know they have someone to turn to.





A message from the team

We're looking for a new UK Lead Volunteer for Safe Scouting to join our UK Leadership Team, taking over from Ian Hill whose time in the role is coming to an end. Ian has done a tremendous job, and we want to find someone who shares the same passion for keeping young people safe across our movement.

Safe Scouting sits at the heart of everything we do. It's what allows half a million young people across the UK, and British Scouting Overseas, to try new things, take on challenges and grow - knowing that the adults around them are equipped, supported and confident in keeping them safe.

This role is about building and sustaining that culture. It's strategic, it's people-centred, and it matters enormously. You'll be working alongside the UK Leadership Team, guiding our volunteer teams and partnering with expert staff colleagues to make sure our approach to safe Scouting is clear, supportive and genuinely lived across the movement.

We're looking for someone with leadership experience in Scouts who cares deeply about this area of our work. You don't need to be a safety professional - but you do need to bring empathy, good judgement and the willingness to have honest, sometimes difficult conversations with warmth and care. Professional knowledge of safety, safeguarding, and assurance is welcome, but what matters most is how you lead and how you make people feel.

If this sounds like work that's close to your heart, I'd love to hear from you. Please don't hesitate to get in touch if you'd like an informal conversation before applying.



Caroline 'CJ' Ledger
Deputy UK Chief Volunteer

✉ CJ.Ledger@scouts.org.uk





Key tasks

As UK Lead Volunteer for Safe Scouting, you'll help shape how safety, safeguarding and assurance work across the whole of Scouts. You'll play an active role in the leadership of the movement, guiding volunteer teams and working in partnership with staff to build a culture where everyone feels confident keeping young people safe.

A large part of your role is making sure our approach to safe Scouting is clear, supportive and consistently applied, while celebrating good practice and offering encouragement when things are challenging.

You will:

- **Champion a culture of safe Scouting:** Help build an environment where safety, safeguarding, and assurance is everyone's priority, done in a way that's helpful, supportive and encourages open conversation, not just compliance.
- **Collaborate across the UK Leadership Team:** Work closely with fellow UK Lead Volunteers for Programme, Volunteering, Inclusion and others to make sure safety is embedded across everything Scouts does.
- **Work in partnership with staff colleagues:** Meet regularly with the Executive Director of Operations and Heads of Safeguarding, Safety, Risk & Assurance and other teams to review strategic and operational matters together.
- **Contribute to national policy and governance:** Help shape UK-wide policies, attend national meetings and events (including Safety and Safeguarding Committees), and ensure decisions are implemented effectively.
- **Drive compliance through encouragement:** Monitor learning and disclosure targets and support Lead Volunteers to achieve them, stepping in with corrective action when needed, but always leading with support first.
- **Support volunteers when things are difficult:** Offer guidance, a listening ear and practical support to volunteer leaders when serious incidents take place.
- **Lead and support your volunteer teams:** Guide the UK Safety, Safeguarding, Assurance, Compliance and Learning Review teams, helping them work to clear plans aligned with the Place to Belong strategy.





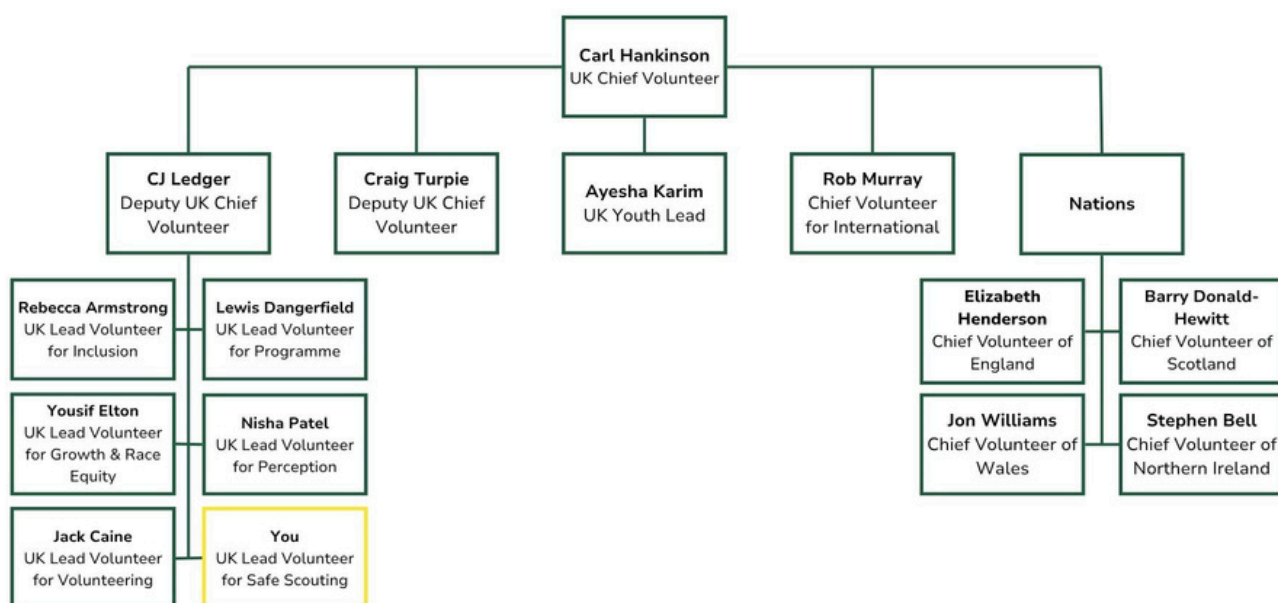
Who you'll work with

This role connects you with people right across Scouts. From senior leaders shaping policies to the volunteers and staff working on safety, safeguarding and assurance every day.

You'll work closely with the **UK Leadership Team**, including the **UK Chief Volunteer**, and with the **Executive Leadership Team**, including the **Executive Director of Operations**. Day to day, you'll partner with the **Head of Safeguarding**, **Head of Safety** and **Head of Risk & Assurance**, as well as wider UK staff teams covering Safeguarding, Safety, Assurance and Volunteering.

Across the movement, you'll be connected with **County Safety and Safeguarding Advisors**, **Regional Lead Volunteers in England**, and relevant colleagues in the **English, Scottish, Welsh, Northern Ireland and British Scouting Overseas teams**. You'll also work with the **Chair of the Safety Committee** and the **Chair of the Safeguarding Committee**.

You'll be part of our UK Leadership Team



Your team

You'll lead and support five volunteer Team Leaders who are responsible for delivering safe Scouting across the UK:

- UK Safety Team Leader
- UK Safeguarding Team Leader
- UK Assurance Team Leader
- UK Compliance Team Leader
- UK Safe Scouting Learning Review Group

You won't be doing this alone. You'll have strong support around you from the wider UK Leadership Team and from expert staff colleagues.





About you

We're looking for someone who's passionate about keeping young people safe and helping volunteers feel confident and supported. You don't need to be a safety, safeguarding, or assurance professional - what matters most is your leadership, your values and your commitment to getting this right.

1. You care deeply about safe Scouting

You believe that every young person deserves amazing adventures in the safest possible environment, and you're motivated to help make that happen across the whole movement.

2. You're an experienced Scout leader

You've held a leadership role in Scouts, perhaps as a District or County Lead Volunteer, or on a County Leadership Team, and you understand the realities of volunteering on the ground.

3. You lead with warmth and listen well

You know that great safety culture is built through encouragement, open dialogue and support - not just rules and compliance. People find you approachable, especially when things are difficult.

4. You can think strategically

You're comfortable contributing to national strategy, working with senior leaders, and turning plans into action across a large, complex organisation.

5. Experience is welcome, but curiosity is essential

Professional knowledge of safety, safeguarding or assurance is encouraged. What matters most is your willingness to learn, ask good questions and work closely with expert staff colleagues.



Time commitment

As a member of the UK Leadership Team, the role involves both regular responsibilities and some exciting opportunities. Here's a realistic picture of how much time it takes:

- On average, 10-12 weekends (or part weekends) per year, at least half of which will be at Gilwell Park, for Leadership Team meetings and UK Events (including Reunion, Windsor and the AGM).
- 8-10 hours a week to manage emails, telephone calls and attend online meetings, including some during weekday office hours.
- UK Safe Scouting Team meetings and one to ones.

Accessibility & expenses

We never want money or access to be a barrier to taking on this role. All reasonable expenses connected to your tasks as a member of the UK Leadership Team (such as travel, accommodation for events and essential resources) are covered, in line with our Expenses Policy.

We're also committed to making sure the role is accessible to everyone. If you need adjustments to meetings, travel arrangements, communication styles or the selection process, we'll work with you to make it happen.

Terms of appointment

The appointment is for an initial term of 3 to 5 years (subject to annual review with the Deputy UK Chief Volunteer), with the potential for re-appointment for a further period.

In common with all UK appointments, the successful candidate will be required to complete the Growing Roots Learning requirements for this role, which includes "Leading Scout Volunteers".

The applicant must become a member of Scouts including successful conclusion of our National Vetting Process and making the Promise.

How to apply

Before making an application please make sure you've carefully read this role pack.

You can apply by completing the online application form here.

Applications will close at 9am on Friday 29 May 2026.

Get in touch

If you'd like to discuss the role in more detail, please [email CJ Ledger](#) (Deputy UK Chief Volunteer) or [Louis Hawker](#) (UK Volunteering Manager).

Nominations

Know someone who might be great at this role?

Use the nomination form if you know someone that might have the skills, qualities or experience that we're looking for. **Nominations close at 9am on Friday 22 May.**

We'll get in touch with all nominated candidates to encourage them to apply.

You can complete the online nomination form here.

Next steps

Once you've submitted your application, we'll review it carefully. If you're shortlisted, we'll invite you to a relaxed, friendly Selection Day at Gilwell Park (Saturday 20 June 2026) so we can learn more about you and your ideas.

After that, the panel will make a decision and let you know the outcome. If you're selected, we'll guide you through the membership checks and help you get started in the role.

And if you're not selected this time, we'll point you towards other ways to get involved and make an impact.





**Help us give
more young
people a place
to belong.**

Scouts 

