



Join our team to help make sure Scouts is inclusive and welcoming to all
Race equity project board member



Race Equity Project Board

The Scout movement is built on a strong foundation of fairness, friendship and equality. We're proud to help young people learn to look out for each other, to discover and celebrate their differences.

But people from Black, Asian and minority ethnic backgrounds remain under-represented in Scouting. While they make up 13% of the UK population, they comprise just 6% of the Scouts' youth membership and 2% of its adult volunteers.

In a YouGov survey of 2,096 UK adults (June 2021), 45% of Indian respondents, 55% of Pakistani, 63% of Chinese and 55% of respondents from African backgrounds believed Scouts is open to people of all backgrounds. This compares to 79% of English/Welsh/Scottish/Northern Irish/British respondents.

So we are doing more to make sure that people from these backgrounds benefit from our life-changing opportunities and develop skills for life.

Race equity audit

In 2021, Hayley Bennett of HTVB Consulting Ltd carried out an audit to understand the lived experience of Black, Asian and minority ethnic people in Scouting, as well as race equity issues in the way we work. The audit identified a number of areas where work was needed to embed race equity, and made a number of recommendations to do this.

These recommendations cover:

- Organisational commitment to race equity
- Awareness of race and racism
- Staff recruitment, development and progression
- Volunteer attraction, recruitment and development
- Inappropriate behaviour and discrimination
- Leadership and role models

Race Equity Project Board

We are setting up a project to deliver the changes needed to embed race equity right across our movement. The work will be overseen by a Project Board who will:

- Ensure that the project delivers on its objectives.
- Represent the different stakeholders who will be involved in delivering the work and/or be impacted by it.
- Support the people responsible for delivering the project to set the project's direction, make decisions, track progress and respond to unexpected obstacles.

The Project Board is led by the Sponsor (Race Equity Advisor) with the Senior Responsible Owner (Head of Equity, Diversity and Inclusion), supported by a Project Manager. The other members of the Project Board will represent a variety of perspectives across Scouts.

Race Equity Project Board members

(Two-three hours a month)

We're looking for four or five people to join our Project Board who care deeply about making Scouts inclusive and welcoming to young people and adults from Black, Asian and minority ethnic backgrounds. The Project Board will meet once a month for one or two hours with a small amount of work, such as reading or commenting on papers outside these meetings, which you can fit in when you have time.

It is not necessary that all board members have volunteer experience of the Scouts but can still bring added value to the race equity project. However, this work needs to be led by people with lived experience of the issues we will be tackling, so we want at least half of our Project Board to be made up of members from those backgrounds. If you're not, but have significant experience of youth work in those communities, we'd still like to hear from you.

We're looking for people who can use their experiences to help shape our plans for change across the whole movement. But you'll also need to understand how those 'big picture' changes will affect people at a local level. You'll value evidence and data, and will be comfortable bringing constructive challenge where necessary.

Culture change takes a long time, and there will be setbacks along the way, but with the support of our staff team throughout your time volunteering with us, we'll make sure you are able to help shape the future of Scouts. If you're interested, we'd love to hear from you.

How we support you

We want to make sure you feel supported, empowered, and that you enjoy your time volunteering beyond your local community, at a UK level. You'll be part of a friendly team of volunteers and staff members who will support you in your role. We will cover your expenses (according to the expenses policy) and support any other adjustments we can make to enable you to volunteer with us.

How to get involved

Expression of interest

To let us know you're interested in getting involved please add your details to this quick expression of interest form. If you can't use the online form, get in touch with us using the details below. The closing date for applications is **11.59pm on Sunday 30 January 2022**.

As well as your contact information, there's space for you to tell us a bit about why you want to become part of the Race Equity Project Board, and to highlight skills and experience you think are helpful.

Selection process

We'll be holding virtual, informal interviews for the roles. We'll be in touch in early February 2022 to organise a mutually convenient time and date for the interview, which will be on Teams or Zoom. These will be informal

chats with 3 or 4 other volunteers and staff members for the team to find out more about you, your experience and what you're looking to achieve in the role as well as a chance for you to find out more about the role.

Further information

If you would like to discuss the roles in more detail please contact Yousif Eltom, UK Race Equity Advisor (and manager of the Muslim Scout Fellowship) on yousif.eltom@scouts.org.uk, or Joanna Gregson, Head of Equity, Diversity and Inclusion on joanna.gregson@scouts.org.uk.

Role Description:

Race Equity Project Board Member

Anyone aged over 18 who currently is or are willing to become a member of The Scout Association is eligible to apply for this role.

Purpose of the role	Working in partnership with staff and volunteers, you will contribute to the direction and plans of the Scouts' race equity project, ensuring the actions taken by the Scouts are shaped by lived experiences. You will work with a diverse team and contribute to all aspects of the movement's race equity work ensuring the Scouts' membership is reflective of the diverse communities we live in.
Reports to	Project Sponsor (Race Equity)
Responsible for	NA
Contacts	<ul style="list-style-type: none">• UK Leadership Team• Executive Leadership Team• Programme Sponsors and Senior Responsible Owners• Project Management Team• EDI, National Inclusion Team and relevant volunteers
Time commitment	<p>This role can take as much, or as little, of the time you have available to succeed in this role.</p> <p>The project board will normally meet monthly for one-two hours, and outside of this there will be a small amount of time required to comment on papers and action plans, and respond to emails.</p>
Terms of appointment	<p>The appointment is for an initial term of two years, with the potential for re-appointment for a further period.</p> <p>This is a voluntary leadership role and is unremunerated, however, reasonable expenses in line with the Expenses Policy will be paid.</p> <p>In common with all national appointments, the successful candidate will be assigned a Training Adviser and will undertake a manager Wood Badge.</p> <p>The applicant must become a member of The Scout Association including successful conclusion of our vetting process and making the Promise.</p>

What we need from you (Person Specification)

Skills and abilities	<ul style="list-style-type: none">• You openly contribute your views and ideas• Ability to listen to others and gather opinions• Understands the 'bigger picture'• Values evidence and data
Knowledge and experience	<ul style="list-style-type: none">• You'll have lived experience as someone from a Black, Asian or minority ethnic background, or demonstrable experience of youth work with these communities

Personal qualities	<ul style="list-style-type: none">• Passionate and enthusiastic about race equity• Open to new ideas and motivated to deliver change• Approachable at all reasonable times• Committed to the Values and Fundamentals of Scouts• Committed to personal development• Self-motivated

UK Leadership Team Structure

November 2021

