



Curriculum Advisor

Applicant Information Pack



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Welcome

As Scouts, we believe in empowering young people with skills for life. We encourage our young people to do more, learn more and be more.

Each week, we give over 460,000 young people the opportunity to enjoy fun and adventure while developing the skills they need to succeed, now and in the future. We're talking about teamwork, leadership and resilience – skills that have helped Scouts become everything from teachers and social workers to astronauts and Olympians.

We believe in bringing people together. We celebrate diversity and stand against intolerance, always. We're a worldwide movement, creating stronger communities and inspiring positive futures.

Having just launched a new strategic plan: Skills For Life: Our plan to prepare better futures, this is an incredibly exciting time for Scouting in the UK. We welcome talent from all backgrounds and your contribution to help even more young people succeed in life.

Being a volunteer for Scouts is a challenging but immensely rewarding role. You will take help us take key decisions that will positively impact on the lives of hundreds of thousands of young people. Not only will you develop your own skills as part of a talented team, you will be helping build a stronger society too. Your wisdom and experience will be invaluable.

So are you passionate about giving young people skills for life? Have experience or want to learn what amazing education outside of the classroom looks like? We're looking for volunteers to help us make the Scout Programme as impactful and as relevant to young people's lives as possible.

Thank you for considering this role and we welcome your application.



Tim Kidd, UK Chief Commissioner

A handwritten signature of Matt Hyde in black ink.



Matt Hyde, Chief Executive

Our values

Integrity

Respect

Care

Belief

Cooperation

What we do

Overview of Scouting

We are the UK's biggest mixed youth organisation. We change lives by offering 6 to 25 year olds fun and challenging activities, unique experiences, everyday adventure and the chance to help others so that we make a positive impact in communities.

Scouts help children and young adults reach their full potential. Our members gain valuable skills for life including teamwork, time management, leadership, initiative, planning, communication, self-motivation, cultural awareness and commitment. We help young people to get jobs, save lives and even change the world.

What do Scouts do?

Scouts take part in a wide range of activities as diverse as kayaking, abseiling, expeditions overseas, photography, climbing and zorbing. As a scout you can learn survival skills, first aid, computer programming or even how to fly a plane. There's something for everyone. It's a great way to have fun, make friends, get outdoors, express your creativity and experience the wider world.

What do volunteers do?

This everyday adventure is only possible thanks to our team of adult volunteers, who support Scouts in a wide range of roles from working directly with young people, to helping manage a local community based Group, to being a charity trustee. We help volunteers get the most out of their experiences at Scouts by providing opportunities for adventure, training, fun and friendship.

Our award winning training scheme for volunteers means that adults get as much from Scouts as young people. Our approach focuses on what you want to get out of volunteering with Scouts, while respecting how much time you can offer. Over 90% of Scout volunteers say that their skills and experiences have been useful in their work or personal life.

Key facts and figures

We are a UK charity founded in 1907, now with a membership of over 640,000 young people and adult leaders. As such, we are the largest mixed youth movement in the UK. Scouting activity is delivered through 7,000-plus community based Scout Groups nationwide.

Scouting is widely recognised and is one of the most trusted charities in the UK, giving it a significant level of influence and responsibility. Scouting's greatest strength lies in its grass roots. It is locally that we are best able to identify and work directly with young people most in need.

We believe that through the Scouts, young people and adult volunteers regularly experience new challenges that enrich and change their lives.

Scouting's key policies

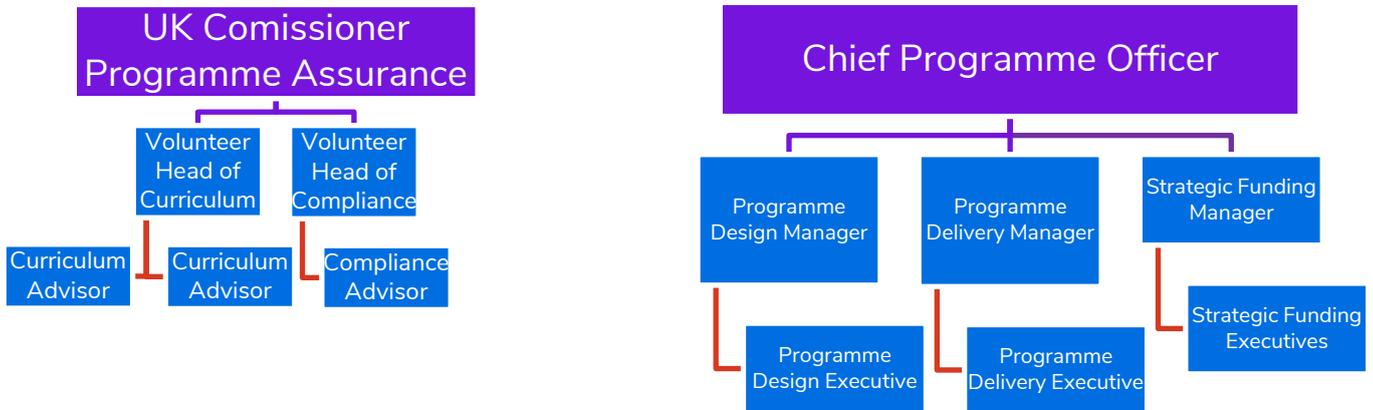
In common with all members in Scouting, the Volunteer is required to promote and follow our key policies. The policies cover:

- Child Protection
- Data Protection
- Equal Opportunities
- Religion
- Safety

These policies are fully explained on our website at <https://scouts.org.uk/about-us/key-policies/>

Volunteer and Staff Team

Your role will be within the Programme Assurance team, with your main contact being the Volunteer Head of Curriculum. You will work closely with the Strategy Delivery (Programme) staff team.



Current Projects

We are a fast moving team, with projects starting and finishing regularly. However at the moment we are working on:

- Programme of Work 01: Digital Programme Planning
- Programme of Work 04: Early Years Scouting
- Healthy Lifestyles (funded by the TCC Foundation)
- Digital Citizenship (funded by Nominet)
- Impact measurement with under 13 year olds (Funded by Youth United, delivered by Renaisi)
- Top Awards and Duke of Edinburgh Awards (Funded by Duke of Edinburgh, delivered by Renaisi)
- Our flagship social action programme, A Million Hands

We also know that our Corporate Partnership Collegues will soon be working with:

- Raspberry Pie
- Games Workshop
- Go Fund Me
- UK Power Network
- Rolls Royce

The role

The Details: What you need to know

Responsible to:	Volunteer Head of Curriculum
Contacts:	UK Commissioner Programme Assurance UK Commissioner Programme Delivery Volunteer Head of Curriculum Volunteer Head of Compliance Chief Programme Officer and Programme Design Manager/Executive Volunteer Advisors for Sections, Programmes and Activities
Time commitments:	Flexible – approximately 2-6 hours a week but can be tailored. Team meetings usually via teleconference or video conference. This appointment is reviewed annually
Expenses:	All out of pocket expenses will be reimbursed in accordance with The Scouts expenses policy. Expenses should be agreed in advance with the staff budget holder.

Purpose: What you will achieve

This role will work with the Volunteer Head of Curriculum to ensure that our programme is constantly becoming more effective at preparing young people for the future and enabling them to shape society, by ensuring the programme is:

- Underpinned by our Theory of Change
- Informed by evidence and expertise
- Relevant and shaped by young people
- Accessible to all
- Responsive to needs of volunteers.

Main duties: What you will do

Prioritise programme development

Our programme covers a huge range of topics, skills and outcomes. We want to focus on where we can make the biggest difference for young people and where our volunteers need the most support. You'll do this by considering evidence from our impact measurement work, feedback from your interactions with local Scouting and developments within the youth sector and wider society, ultimately deciding what parts of the curriculum we should dedicate time and resources to.

Quality assurance within projects

We will always have a number of projects related to programme design underway. These might focus on our 2018-23 strategic plan, [Skills for Life](#), or external funding we have secured to look at a specific topic. You will work with staff, other volunteers and external experts to ensure these projects produce programme materials aligned to our Theory of Change.

Membership Engagement

We want to innovate how we support amazing adult volunteers to provide inspiring and impactful programmes. You will help create ways for us to hear what young people and adult volunteers think of our programme locally, co-designing solutions to how we get even better as a result.

Person Specification: What we need from you

Mission Driven

Younger or more seasoned, new to Scouting or with many years of service under your belt, it doesn't matter. What does matter is your:

- Belief in the power of non-formal education.
- Understanding (or willingness to learn) of great youth development and great programme design to support it.
- Ability to champion the realities of local Scouting – making sure that our programme is rooted in a volunteer led approach and remains true to the important parts of our heritage. You don't have to know that yet, but you do have to be willing to learn.

A collaborative, informed problem solver

- Be collaborative in nature
- Become familiar with our strategy and approaches to programme design
- Be confident in working remotely, including the use of standard software and embrace new digital tools (for which we can provide support)
- Be comfortable with evidence based approaches to programme design, and able to use those insights for creative problem solving
- A skill, or experience in, child development, curriculum design, or a range of non-formal education methods would be particularly welcome, but not essential

Committed and puts young people first

- Be able to commit to a minimum of 2 hours per week.
- Willing to travel for meetings and engagements with local volunteers and young people.
- We are a youth organisation who takes safeguarding seriously. The post holder agrees to comply at all times with the safeguarding rules as set out on the Scouts' yellow card, which can be [found here](#). This is shared with young people and carers, as well as employees, so everyone knows our rules of engagement.
- In order to comply, stringent vetting procedures take place including checking against an internal database to assess suitability and also Basic/Enhanced DBS checks as required.
- The post holder hereby agrees not to disclose any confidential or sensitive information to a third party or outside organisation except where required to do so by law and to adhere to our Data Protection and GDPR policies.
- The post holder agrees to abide by The Scouts' Health and Safety principles and code of conduct and to take all reasonable steps to ensure both their own safety in the work place as well as that of their colleagues.
- The Post holder agrees to promote and uphold the principles of equal opportunities in accordance with The Scouts' Equal Opportunities Statement and all related policies.

Support: What we can help you with

- You will be part of a friendly team of volunteers and staff members who will support you in your role.
- We are currently designing a training and development offering focussed on great programme design, which you will be able to take part in.
- We will cover all expenses (according to our expenses policy) and would welcome discussion about any reasonable adjustments we can make.

Our strategic plan

By 2023 we will have prepared more young people with skills for life, supported by amazing leaders who deliver an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

Society is changing. In often fragmented communities, the pressures and expectations on young people are increasing. The future is uncertain. Scouts has never been so important in helping young people prepare for the future, developing the skills they need to succeed in a changing world. Each week almost half a million young people enjoy fun, friendship and outdoor adventure. They develop a sense of optimism and strong values as well as the leadership and team working skills that are more valuable today than ever.

Our movement achieves remarkable things. We have continued to grow for 13 consecutive years. Our previous plan, Scouting for All, inspired new Groups and sections to start in an additional 834 areas of deprivation since 2013. We now help over 462,000 young people aged 6-18 (including 102,000 girls) get the best possible start in life. Our social action campaign, A Million Hands, has enabled over 200,000 young people to make a positive contribution in their local communities.

Now we want to go further. Skills for Life is a strategy that supports and empowers our volunteers who are the people that make Scouts a reality. It's a strategy to bring communities together and contribute towards a better society. But most of all, it's a strategy for young people. They deserve the best skills, the best support, and the best possible futures.

Skills for Life

Our plan to prepare better futures 2018-2023

Our vision

By 2023 we will have prepared more young people with skills for life, supported by amazing leaders who deliver an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

Our mission

Scouting actively engages and supports young people in their personal development, empowering them to make a positive contribution to society.

Our values

We act with care, respect, integrity, cooperation, exploring our own and others' beliefs.

Our goals

We will achieve the following goals against our four objectives:

Growth

- 50k more young people
- 10k more Section Leaders
- 5k more Young Leaders

Inclusivity

- The demographic of adult volunteers reflects society
- In 500 more areas of deprivation

Youth Shaped

- 250k young people shape their Scouting each year
- 50% young people achieve top awards

Community Impact

- 250k young people making a positive impact in their local communities each year
- 50% young people achieve top awards

Our three pillars of work

To meet these objectives, we will focus on three pillars of work:

Programme

A fun, enjoyable, high quality programme consistently delivered and supported by simple (digital) tools.

People

More, well trained, better supported and motivated adult volunteers, and more young people from diverse backgrounds.

Perception

Scouting is understood, more visible, trusted, respected and widely seen as playing a key role in society today.

'I believe that Scouts empowers young people. It gives them skills to achieve the remarkable, and opportunities to develop a deeper understanding of the rapidly changing world.' Tim Kidd, UK Chief Commissioner

How to apply

Please submit an application via the [following link](#).

You can also submit your application in writing, please post your application to:

[Amy Butterworth, Programme Design, The Scouts, Gilwell Park, Chingford, London E4 7QW](#)

There is no closing date for applications as we are keeping this open for rolling recruitment

The interviews can be held over Skype, or at Scouts HQ Gilwell Park, in order to accommodate any applicants with travel or time restrictions. Similarly, we are committed to ensuring the role is flexible, and that time commitments can work around the applicants.

The Scouts is an equal opportunity organisation and we are committed to diversity in our recruitment of Volunteers. We are actively seeking applicants from a wide range of backgrounds, to help enrich our understanding of young people all around the UK today. We are also keen to welcome applications from individuals outside of the Scout Membership, with experience elsewhere in the youth sector and some experience of working with young people with complex needs.

If you would to discuss the role in more detail, please contact Amy Butterworth at amy.butterworth@scouts.org.uk to arrange a phonecall.