



# **Board of Trustees**

## **Trustee Role Description and Person Specification**

As Scouts, we help young people gain skills for life. We're a movement of doers and give it a goers, inspiring a generation of young people to step forward, speak up and play their part.

We offer everything from kayaking, abseiling, coding and photography to expeditions overseas. Scouts learn survival skills, first aid, programming and even how to fly a plane. We're especially proud of the opportunities we offer to young people to create social impact in our communities, through our campaign, A Million Hands.

Helping young people gain skills for life is only possible thanks to our incredible team of 160,000 adult volunteers. From working directly with young people, helping manage a local community-based Group, to being a charity Trustee, volunteers are the lifeblood of our movement. Our volunteers get to learn key skills too and over 90% of Scout volunteers say that their skills and experiences have been useful in their work or personal life.

We are committed to bringing Scouts to 500 more areas of deprivation, building on the great work done over the last five years. While this work is sometimes challenging, we're not afraid to ask the big questions or put in the extra effort needed to open up opportunities for all.

And all this is only possible with our brilliant team of volunteers and staff working in partnership. For us, diversity is key - diversity of thoughts and backgrounds to help us bring Scouts to new communities in new and innovative ways.

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

We're proud to say we are a values-based movement, and the values of Integrity, Respect, Care, Belief and Cooperation guide everything we do.

Our trustees are there to help us develop Scouts, meet our charitable objectives and make sure we're well governed. Being a trustee for the Scouts is incredibly rewarding. That said, you'll need to think carefully about the time required to prepare, travel to and attend meetings.

We're committed to improving our diversity and particularly welcome applications from black and minority ethnic candidates where we are under-represented. A recent skills audit of Board members identified that the Board would especially benefit from experience in fundraising, legal, and health and safety. We look forward to your application.



# Trustee Role Description

Role purpose: **To develop Scouts in keeping with its charitable objectives and in the parameters of good governance.**

## Main responsibilities

1. To take part in formulating and regularly reviewing the strategic aims of the movement, and provide direction for its ongoing development, in accordance with our Bye Laws.
2. With other Trustees, to make sure that our policy and practices are in keeping with our aims.
3. With other Trustees, to exercise effective control, making sure that we function within the legal and financial requirements of a charitable organisation and strives to achieve best practice.
4. With other Trustees, to fulfil all other duties as laid out by law and in accordance with our Bye Laws.
5. To sit on at least one of the Board's reporting committees (Finance; Operations; Risk; People and Culture; Safeguarding, Safety and Nominations and Governance) and/or a sub-committee or working group.

## Main duties

### 1. Developing and reviewing strategic aims

- consider the organisation as a whole, including its subsidiary companies, and its members.
- reflect the our vision, strategy, major policies and values at all times.
- contribute specific skills, experience and contacts in support of our activities.

### 2. Ensuring policies and practices are in keeping with aims

- abide by the principles laid down in the person specification (and code of conduct).
- attend meetings of the Trustee Board (there are normally 4 per year as well as the AGM) and the reporting committees (frequency varies).
- reflect the Trustees' policies and concerns in all interactions with the Movement.
- assist in the implementation of our strategic goals.
- monitor and evaluate performance against strategic aims.

### 3. Exercise effective control and ensure best practice

- attend training and development opportunities as appropriate, including an induction programme on taking up the role of Trustee, and Trustee briefings.
- work effectively as a team member of the Trustee Board in exercising its responsibilities and functions.
- take an active role in a reporting committee and/or sub-committee or working groups, contributing specialist skills, experience and knowledge as required.
- protect the assets and integrity of the charity, with regard to best practice.
- maintain good relations with our staff.
- fulfil such other duties and assignments as may be required from time to time by the Trustee Board.
- engage with members of the Movement at other levels in the organisation.

# Trustee Person Specification

As a Trustee you should be able to demonstrate the following:

- A record of proven and significant achievement in your own field.
- An understanding of the type of work undertaken by Scouts and commitment to our values and ethos.
- A personal alignment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Successful experience of operating on a board or a major committee in a charitable, public sector or commercial organisation.
- Demonstrable experience of building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives.
- Confident and effective communication skills with a range of audiences and the ability to challenge in a constructive way.
- A background in one or more the following areas would be particularly welcomed;
  - **Fundraising**
  - **Legal**
  - **Risk**
- An understanding of how to motivate and enthuse volunteers.
- A proven track record of sound judgment and effective decision making.
- An understanding of the respective roles of the Chair, Trustees, UK Chief Commissioner, UK Youth Commissioner and Chief Executive.
- A track record of commitment to promoting equality and diversity.
- Wider involvement with the voluntary sector and other networks.
- Enthusiasm, energy and time to commit to this role.
- Available and willing to attend 4 weekend Board meetings per year and commitment to attend designated committees/working groups reporting to the Board (prior notice is given for all Board and Committee dates).