



Chair of Trustees Information Pack

Welcome

Thanks so much for your interest in this incredibly exciting role as Chair of the Board of Trustees.

Working for ScoutsCymru is an incredible opportunity to help support over 13,500 young people and 4,500 volunteers in Wales develop skills for life.

At a time when communities are becoming more divided, we bring people together. We encourage our young people to do more, learn more and be more. We're a worldwide movement, creating stronger communities and inspiring positive futures. We welcome talent from all backgrounds and your contribution to help even more young people succeed in life.

I hope that this booklet will give you the opportunity to see what we're about, how our values align and how the Board of Trustees can help shape the future of Scouting in Wales and support our staff and volunteers to ensure young people can be the best that they can be.

If you have any questions the team at ScoutsCymru HQ will be more than happy to answer them.

Thank you again for your interest in applying to be part of this fantastic team.

Rhian Moore



Chief Commissioner of Wales



About Us

'Scouts made me a do-er and a give it a go-er. Made me question and listen and have a wide- open mind. Scouts made me take a deep breath and speak up. Made me think on my feet, made me see the big picture, made me ignore the butterflies and go for it. Scouts made me get back up and try again. Made me think about what's next, and plan for it. Made me jump in, get muddy, give back and get set.'

What do Scouts do?

Scouts get to speak up, step up and gain the skills they need to succeed in life. They take part in activities as diverse as kayaking, abseiling, expeditions overseas, photography, climbing and zorbing. Scouts learn survival skills, first aid, computer programming and even how to fly a plane. There's something for everyone. It's a great way to have fun, make friends, help others, get outdoors, express your creativity and support their communities.

Our Strategic Plan

Society is changing. In often fragmented communities, the pressures and expectations on young people are increasing. The future is uncertain. The pandemic has had a disproportionate impact on areas of deprivation, so 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 across the UK 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 and 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.

Our Vision

By 2025 we'll have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme. We'll 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 goals

Our plan is to build on the success of the previous plan (<https://scoutscymru.org.uk/about/skills/>) : to continue to grow, become more inclusive, to be shaped by young people and to make a bigger impact in our communities. We have set new goals for 2025:

Growth

As a movement, we want to bring skills for life to more young people across Wales. By 2025 we'll have:

- 14,503 young people aged 6-18, plus 1,794 Squirrel Scouts
- 2,748 frontline adult volunteers (Section Leaders and Assistant Section Leaders)
- 631 Young Leaders

Inclusivity

Scouting is open to all. We now have over 31% female members, and Scout groups are opening and thriving in new communities across the whole of Wales. By 2025 we want to see:

- Scouting membership reflect society in Wales
- 30 new sections, especially but not exclusively, in areas of deprivation, remote and rural areas, and in new communities
- 5% of our adult volunteers from Black, Asian or minority ethnic backgrounds

Youth Shaped

There has been a growing momentum to ensure young people are shaping their experiences and taking on leadership roles at Scouts. We want to continue to build on this. By 2025 we will have:

- Young people shaping their Scouting experience within 50% of Groups
- Young people shaping their Scouting experience within 75% of Districts and Areas

Community Impact

We want to provide even more opportunities for young people to be citizens and have a positive impact in their communities. By 2025 we will have:

- More youth members taking part in community impact projects
- More young people achieving top awards

Find out more about the UK Scouts Strategy - <https://www.scouts.org.uk/about-us/strategy/>

Scout Values

As Scouts we are guided by these values;

Integrity

- We act with integrity; we are honest, trustworthy and loyal

Respect

- We have self-respect and respect for others

Care

- We support others and take care of the world in which we live

Belief

- We explore our faiths, beliefs and attitudes

Cooperation

- We make a positive difference; we cooperate with others and make friends

Why work with us?

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. We believe in bringing people together. We celebrate diversity and stand against intolerance, always. Scouting in Wales is part of a worldwide movement, creating stronger communities and inspiring positive futures.

About the role

Aim of the role

To be part of the team, supporting the volunteer Chief Commissioner and Director of ScoutsCymru to deliver the Skills for Life Strategy for Scouts in Wales, leading the Board of Trustees with excellent governance of the charity. creating a culture of growth and learning to ensure ScoutsCymru remains relevant to future generations in Wales.

Requirements of the role

The Chair will provide inclusive leadership to the Board of Trustees. The Chair will ensure that the Board functions as a unit and works closely with the entire Executive of the charity to achieve agreed objectives. The Chair will focus on the Charity's governance and regulatory compliance and act as an ambassador and a public face of the Charity, working in partnership with the Director, UK Chief Commissioner and UK Youth Commissioner.

Strategic leadership

- Provide values-based leadership to the Board of Trustees.
- Work with the Board to provide clear strategic direction for the Charity.
- Work with the volunteer Chief Commissioner and Senior Staff in developing our strategic plan and vision for scouting in Wales.
- Work with the Board to ensure that the Charity has maximum impact for its beneficiaries.
- Ensure that the Board fulfils its duties to ensure sound financial health of the Charity, with systems in place to ensure financial accountability.
- Work with the Board to monitor the Charity's progress against agreed strategic objectives.
- Ensure that Trustees fulfil their duties and responsibilities for the effective governance of the Charity in line with Scout values
- Work with the Board to ensure that the Charity operates within its charitable objectives.
- Work with the Board to regularly review major risks and associated opportunities, and to ensure that systems are in place to take advantage of opportunities, and to manage and mitigate the risks.
- Delegate these duties appropriately to subcommittees or individuals.

Specific duties – Governance

- Observe the legal obligations of a Charity Trustee.
- Develop the knowledge and capability of the Board of Trustees.

- Play a leading role in appraising the performance of the individual Trustees and of the Board on an annual basis.
- Ensure that the Board of Trustees is regularly refreshed and incorporates the right balance of skills, knowledge, diversity and experience needed to govern and lead the Charity effectively, subject to the provisions of the Charter and Byelaws.
- Foster, maintain and ensure that constructive and values based relationships exist with and between the Trustees.
- Address and resolve any conflicts within the Board.
- Work within any agreed policies adopted by the Charity.
- Work in partnership with the Director, Chief Commissioner for Wales to ensure strong, cohesive and collaborative organisational leadership.

External relations

- Work closely with the Director, Chief Commissioner for Wales to ensure a co-ordinated approach to external relations.
- Represent the Charity at events or as a spokesperson when appropriate.

Meetings

- Chair meetings of the Board of Trustees effectively and efficiently.
- Chair meetings of Sub-Committees as appropriate
- Facilitate discussion amongst the Trustees, ensuring that Trustees are fully engaged.
- Work closely with the Director to ensure that meetings are well planned, meaningful and reflect the responsibilities of Trustees.
- Monitor that decisions taken at meetings are implemented.

Relationship with the Director the wider executive team

- Ensure the trustees, the Director and Chief Commissioner for Wales fulfil their responsibilities, and in conjunction with the Board appoint and when necessary, dismiss the Director.
- Line manager for the Director, establishing and building a supportive, effective and constructive working relationship.
- To maintain an overview of the Charity's affairs, providing support as necessary.
- Ensure that the Director has the opportunity for professional development and has appropriate external professional support. Ensure appropriate annual appraisal of the Director in partnership with the Board.

Appointment term

- Appointments are typically for an initial three-year term, with the possibility of a further term of three years subject to a satisfactory appraisal and council approval.

Experience

- A proven track record of leadership and chairing skills with experience of chairing well-managed and inclusive meetings, ensuring all members' views are considered and that consensus and clarity of outcomes are achieved – an exemplar of good governance and the principles of trusteeship.

- Experience of operating at a senior strategic leadership level within a Welsh organisation.
- Experience of charity governance and working with or as part of a Board as a non-executive director or trustee.
- Experience of managing stakeholders.
- Demonstrable experience of providing guidance to senior management and to working collaboratively in developing the strategy and monitoring the performance of the organisation, delivering an ambitious agenda in challenging times.
- Experience of setting individuals' objectives, monitoring progress, giving feedback, developing talent and succession planning.
- A working knowledge of the principles of quality assurance, risk management and internal and external audit.

Knowledge and skills

- Broad knowledge and understanding of the not-for-profit sector in Wales and current issues affecting it
- An understanding of the political environment of Wales, and how it intersects with ScoutsCymru's mission
- Inclusive leadership style, ability to motivate staff and volunteers and bring people together.
- Financial management expertise and a broad understanding of charity finance issues.
- Digital literacy – a reasonable understanding of digital tools and opportunities and the ability to challenge, or support the challenge of, the organisation knowledgeably in this area.
- An understanding of the legal responsibilities of charity trustees.
- Good understanding of charity governance issues and complex, tiered charity structures.
- Proven skills and ability in leading on the development of organisational strategies.

Personal Qualities

- A curious and inquisitive leader, creating a culture of growth and learning to ensure ScoutsCymru remains relevant to future generations in Wales.
- Evidence of a shared passion and commitment to Scouting in Wales, our vision, mission and values.
- Excited to be an ambassador for Scouting in Wales, with an ability to build relationships across sectors at all levels.
- Tact and diplomacy, with the ability to listen and engage effectively
- Confident networker, comfortable to use these capabilities for the benefit of the organisation.
- Ability to foster and promote a collaborative and inclusive team environment, with young people at the heart of decision making.

Time commitment

The Chair will be expected to devote such time as necessary for the proper performance of their role. For this role, the appointed candidate should expect to spend the equivalent of 2 days a month (this will include some weekends) on ScoutsCymru work after the induction phase.

This is based on preparation for and attendance at:

- Scheduled formal Board meetings (4 in each year, taking place on a Saturday a mix of face to face and online, including at least 1 residential with overnight stay)

- Scheduled Sub-Committee meetings online (4 in each year)
- Attendance at the Scouts Cymru Annual General Meeting, this is held on a Saturday in person, and the Scout Association Annual General Meeting, held in person on a Saturday at Gilwell Park, Essex
- Attendance at the Team Cymru leadership weekend in person
- Attendance at the Nations UK Board of Trustee sessions held in person Friday to Saturday in October each year.

Standards

Members of the Board of Trustees are expected to conduct themselves in accordance with acceptable standards of behaviour in public life, embracing selflessness, integrity, objectivity, accountability, openness, honesty and leadership (the Nolan Principles).

- Candidates should not have been disqualified from acting as trustees and will be asked to confirm in writing that this is the case. Candidates will be asked to consider and declare any existing or potential conflicts of interests.
- As a registered charity, the Board of Trustees are collectively responsible for ensuring efficient and effective use of the resources of ScoutsCymru for the furtherance of its charitable purposes.
- Trustees will also ensure the Board maintains ScoutCymru's long-term viability, safeguard its assets, and that proper mechanism exist to ensure financial control and for the prevention of fraud.

Support for members of the Board

ScoutsCymru values its Board members and recognises the contribution they make to the ongoing success of the charity. The Association will do everything it reasonably can to support members in fulfilling their duties.

Board members can expect to:

- Receive an appropriate induction.
- Receive the information they need to carry out their role in an appropriate form and with appropriate time to consider and reflect upon this before decisions are taken.
- Be provided with appropriate support and advice in respect of their legal and fiduciary responsibilities.
- Discuss their contribution to the Board with the Chair through a formal process annually.
- Have access to the Governance Administrator, who will provide or make arrangements for their ongoing support as Board members.

Remuneration and expenses

In common with other registered charities, there is no remuneration directly associated with membership of the Board, although the ScoutsCymru will reimburse fully for all reasonable and properly documented expenses incurred in performing duties.

Appointment process

To register your interest, please submit:

- a short covering letter, of no more than one A4 page, explaining why this appointment interests you and what you specifically would bring to the role.
- Your curriculum vitae (CV) with reference to any relevant professional qualifications, and details of any non-executive experience.
- Your preferred contact details, which will be used with discretion.

Expressions of interest should be submitted via email to admin@scoutscymru.org.uk no later than 09:00am on Monday 2 October 2023

Indicative timeline

- Expressions of interest received by 09:00am Monday 2 October 2023
- Interview with the Search Panel from week commencing 9 October 2023
- Appointment ratified by Welsh Scouts Council at the AGM on 21 October 2023.

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 Chiefcommissioner@scoutscymru.org.uk to set up a call or virtual meeting.

Make sure to follow our social media channels! You can find us on Facebook, Twitter and Instagram

