

Roles & Structures

You may have heard there's big changes happening – here's a summary of why we're changing our roles and structures.

Why we're simplifying volunteering

After carrying out research, we discovered various barriers within our current structure which frustrated our members and put off new volunteers.

- Research has told us that we have too many roles which are often fixed and feel like work - something we don't want!
- New Volunteers can be put off joining due to not understanding the expectations from them
- We have a small number of roles/people with a lot of responsibilities and stress put on them
- The digital systems we have for managing volunteers are inefficient and time consuming
- Current role titles limited us growing our diversity within the membership

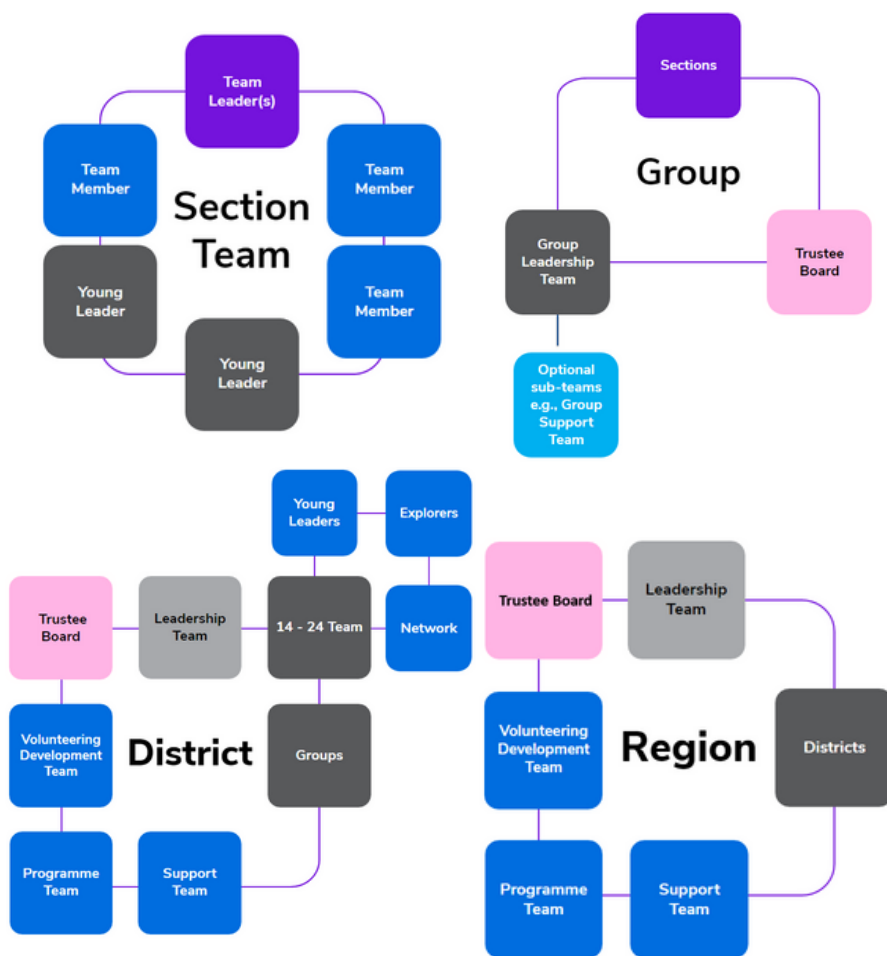
What we're changing

As part of changing the way we volunteer together we'll be:

- Adopting a team-based approach
- Moving from Executive Committees to Trustee Boards
- Embedding a positive volunteering culture within Scouting to support each other
- Implementing a new membership system to support our volunteers

We're changing many of our role titles to not only reflect on our perception outside of Scouts, but also to provide a consistent and clear structure across our leadership roles, make our roles and responsibilities clearer and share tasks within a team.

What will the new structures look like?



Team-based approach

Currently our approach is role-based with some volunteers holding multiple roles.

In place of this we'll have teams and team descriptions. The key principles for this approach are:

- we volunteer flexibly as part of a team with a shared purpose
- Our teams and titles are easier to understand and more appealing to new volunteers
- Teams agree how to share tasks between them, and this can change over time.

Each team will have at least one Team Leader or Lead Volunteer. There may be multiple Team Leaders or Lead Volunteers in a team. They will work with Team Members to:

- share tasks
- make sure the team runs smoothly
- make sure the work is spread evenly throughout the team
- create a positive team environment
- attract and welcome new volunteers
- Reflecting and Reviewing with the team

You can find out more about how we're simplifying volunteering over on our website by following the QR code.

