



Scouts

Teams & Tasks

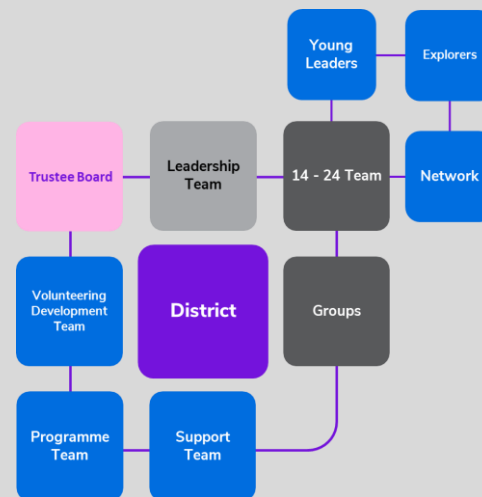
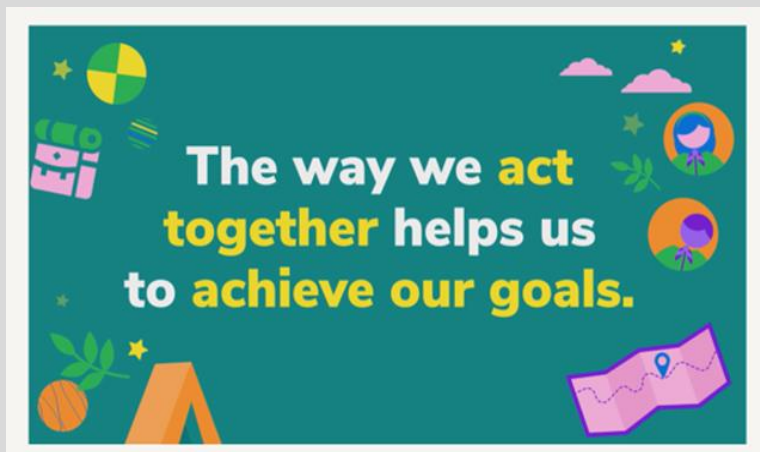
Why We're Transforming

Our New Principles

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.



		Hannah Team Leader	Tom Team Member	Mita Team Member	Jamal Team Member	Arnold Team Member	Jess Helper
Tasks for the Whole team	Task 1 Whole team	✓	✓	✓	✓	✓	
	Task 2 Whole team	✓	✓	✓	✓	✓	
	Task 3 Whole team	✓	✓	✓	✓	✓	
Allocated tasks	Task 4 Allocated			✓			
	Task 5 Allocated					✓	
	Task 6 Allocated		✓	✓			
	Task 7 Allocated				✓		
	Task 8 Allocated					✓	
	Task 9 Allocated						✓

Our Volunteering Culture

We want Our Volunteering Culture to be something we're all proud of.

As volunteers in Scouts, we're proud to help young people step up, speak up, dream big and gain the skills they need for life.

By working together, and living our values of integrity, respect, care, belief and cooperation, our aim is to have a positive, safe and rewarding experience as volunteers for a movement we truly believe in.

It's not something 'extra' to do. It's at the heart of everything we do and it's there to help us all.



Simplifying How we Volunteer Together


Team Descriptions

Every team has:

- **A purpose** to explain what the team is for and how it plays a part towards our vision.
- **Who's in the team** to be clear about who is involved in the team and what they're called.
- **Tasks for the whole team** which everyone in the team will be involved with.
- **Allocated tasks** which can be shared out between members of the team.





How a Team Shares Tasks


 **Hannah**
Team Leader

 **Tom**
Team Member

 **Mita**
Team Member

 **Jamal**
Team Member

 **Arnold**
Team Member

 **Jess**
Helper

Tasks for the Whole team	Task 1 Whole team	✓	✓	✓	✓	✓	
	Task 2 Whole team	✓	✓	✓	✓	✓	
	Task 3 Whole team	✓	✓	✓	✓	✓	
Allocated tasks	Task 4 Allocated			✓			
	Task 5 Allocated					✓	
	Task 6 Allocated		✓	✓			
	Task 7 Allocated				✓		
	Task 8 Allocated					✓	
	Task 9 Allocated						✓



Role Title Changes

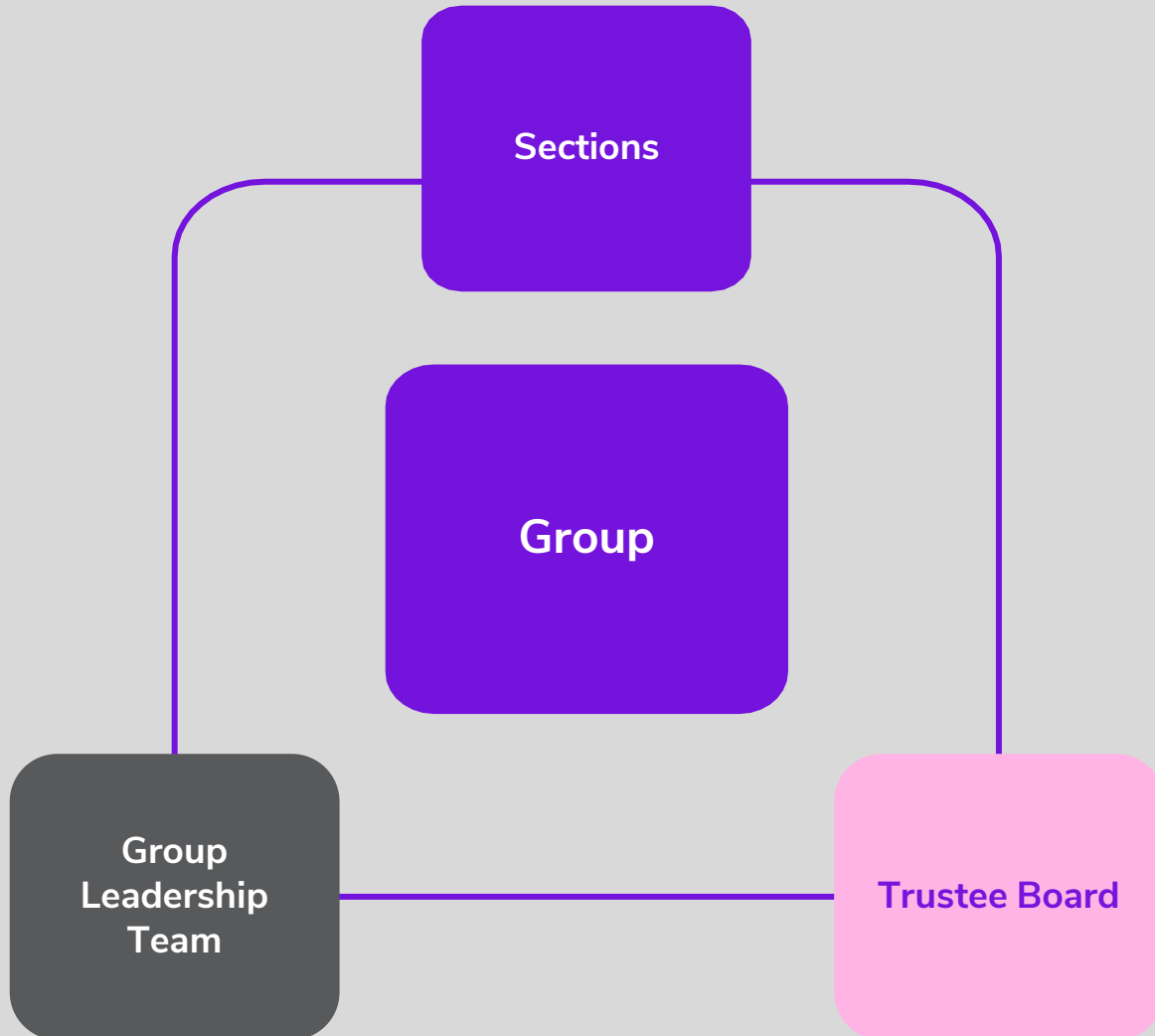
These changes are about how we organise ourselves and our teams, but you're still...

A Scout Leader, Beaver Leader, Skip, Owl, Badger, Akela, Raksha...

That isn't changing!

Scouts 

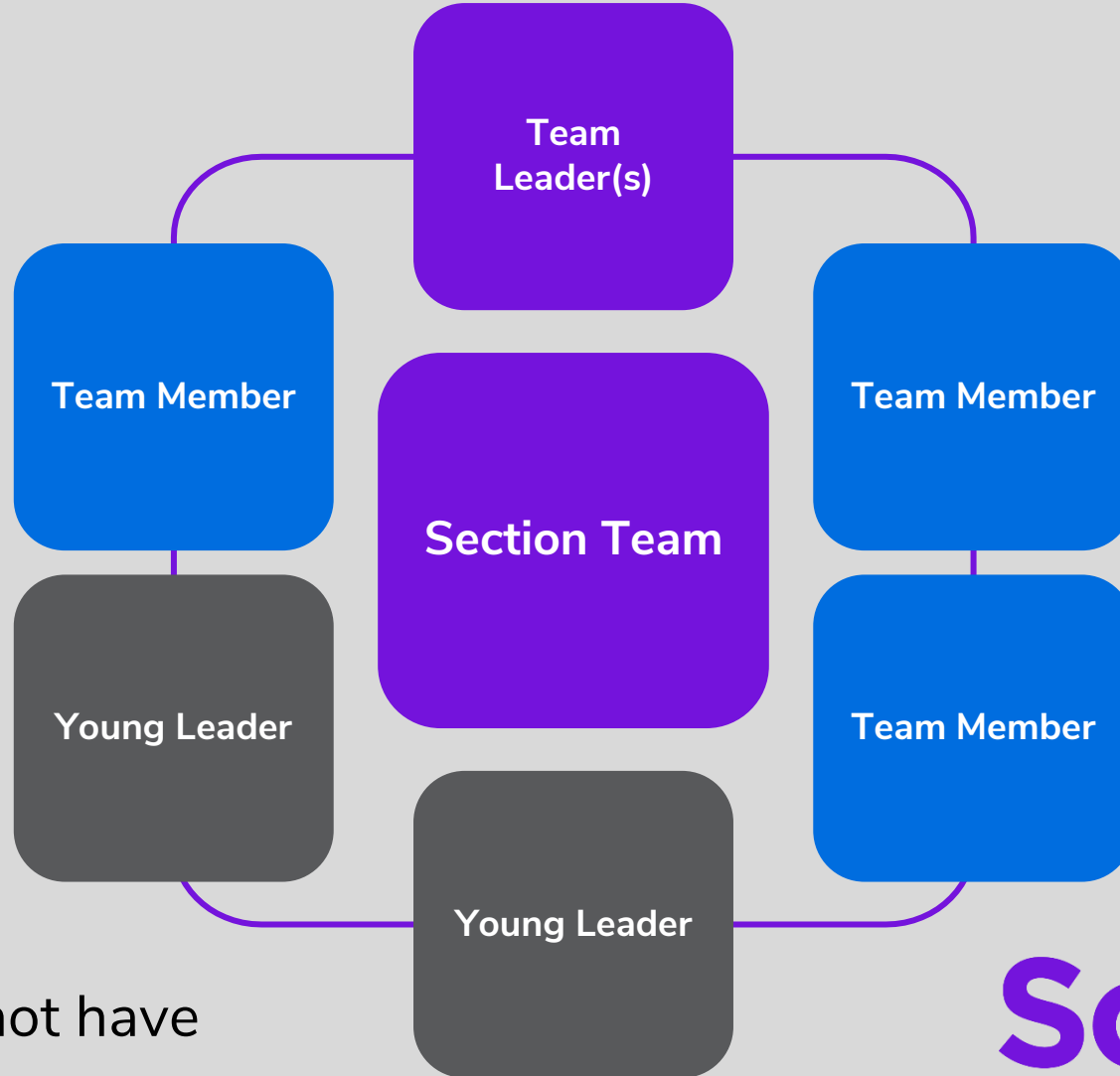
Group Leadership Team



- Leadership/Direction/Management
- Programme Support
- Volunteering Development
- Community Engagement
- New Provision
- Process Support

The Group Leadership Team and the Trustee Board can have sub-teams where appropriate.

Section Teams



Section teams may not have sub-teams.



Building your Teams

Teams – Core Principles

Key action: Make sure that for each Group and team...

- Programme is at the core of everything.
- Each Lead Volunteer is clear that only the teams listed in the organisation diagrams & POR may exist. Teams (except Section Teams) may have sub-teams if appropriate to their operation.
- Each team member understands the core principles of working in teams - see [Volunteering Together](#) and [Our Volunteering Culture](#).
- Each team must meet their Team Description, but can organise themselves to achieve that, so that each team member is clear about their role in the team - see [How volunteers work in teams](#).



Building Teams

- Use the team descriptions to shape your local structure and identify current volunteers who best fit these teams.
- Refine your team structure in conversation with your current volunteers.

Mapping Roles

- 85% of volunteer roles will map automatically; these are mostly in Groups, Sections and Trustee Boards along with some District roles
- In all cases it's important to consider and discuss what is the best use of a volunteer's skills and preferences
- It's important that volunteers are aware of what their role and team will become
- All roles which map and all which need a conversation are available on the [Becoming part of a new team](#) webpage

Inclusion

It's important that teams are inclusive:

- It's embedded in Our Volunteering Culture
- Inclusion must be built in, not a bolt on.
- It's fundamental to everyone's role and team.



Team Leadership

The team leader role (including Lead Volunteers & Chairs) is to:

- Create a positive team environment.
- Help their team members to find what they need.
- Attract and welcome new volunteers.
- Reflect and review with the team.

Action: Ensure clear understanding and effective leadership of each team by:

- Making sure each team (County, District and Group) has someone that leads the team.
- Ensuring each team leader is clear about their role of facilitating the team so that it collectively achieves the purpose in its team description.



Practical Ideas

Some examples of what you might consider while shaping your local team structure:

- How using, or not using, sub-teams can help.
- How to use volunteers whose current role doesn't naturally fit into a team.



Next Steps





Next Steps

Each Group should:

- Shape their local structure.
- Appoint Team Leaders and Team Members for each of the teams (and any sub-teams where relevant).
- Have discussions with all current team members
- Start to informally work in new team structures