



**Join our team to help make sure Scouts is inclusive and welcoming to all**

**Race Equity Sub-Team members**



# Race Equity Sub-team

The Scout movement is built on a strong foundation of fairness, friendship and equality. We're proud to help young people learn to look out for each other, to discover and celebrate their differences.

But people from Black, Asian and minority ethnic backgrounds remain under-represented in Scouting. While they make up 18% of the UK population (2021 Census Data), they comprise just 8% of the Scouts' youth membership and 3% of its adult volunteers.

In a YouGov survey of 2,096 UK adults (June 2021), 45% of Indian respondents, 55% of Pakistani, 63% of Chinese and 55% of respondents from African backgrounds believed Scouts is open to people of all backgrounds. This compares to 79% of English/Welsh/Scottish/Northern Irish/British respondents.

So we are doing more to make sure that people from these backgrounds benefit from our life-changing opportunities and develop skills for life.

## Race equity audit

In 2021, Hayley Bennett of HTVB Consulting Ltd carried out an audit to understand the lived experience of Black, Asian and minority ethnic people in Scouting, as well as race equity issues in the way we work. The audit identified a number of areas where work was needed to embed race equity, and made a number of recommendations to do this.

These recommendations cover:

- Organisational commitment to race equity
- Awareness of race and racism
- Staff recruitment, development and progression
- Volunteer attraction, recruitment and development
- Inappropriate behaviour and discrimination
- Leadership and role models

# Race Equity Sub-team

We are recruiting a race equity sub-team to support us in delivering the changes needed to embed race equity right across our movement. The sub-team will:

- Actively support the delivery of project objectives.
- Contribute to ensuring that knowledge and understanding of the issues that impact Black, Asian and minority ethnic or underrepresented groups' experiences, are continually informing the delivery of projects. This can be derived from, but not limited to, experiential, lived or professional expertise.
- Use expertise to shape project direction, make decisions at the project level, track progress and solve project-level problems.

The Race Equity Sub-team will report to the UK Race Equity Adviser.

We're looking for three people to join our team, who care deeply about making Scouts inclusive and welcoming to young people and adults from Black, Asian and minority ethnic backgrounds.

This work needs to be delivered by people with lived experience of the issues we will be tackling, so we welcome applicants from those backgrounds. If you're not, but have significant experience of youth work in those communities, we'd still like to hear from you.

We're looking for people who can use their experiences to help deliver our plans for change across the whole movement. You'll be comfortable bringing constructive challenge where necessary.

## How we support you

We want to make sure you feel supported, empowered, and that you enjoy your time volunteering beyond your local community, at a UK level. You'll be part of a friendly team of volunteers and staff members who will support you in your role.

We will cover your expenses (according to the expenses policy) and support any other adjustments we can make to enable you to volunteer with us.

# How to get involved

## Expression of interest

To let us know you're interested in getting involved please complete this [Race Equity Sub team application form](#). If you can't use the online form, get in touch with us using the details below.

The closing date for applications is **09.00am on Friday 3rd May 2024**.

As well as your contact information, there's space for you to tell us a bit about why you want to become part of the Race Equity Sub Team, and to highlight skills and experience you think are helpful.

## Selection process

We'll be holding virtual, informal interviews for the roles.

We hope that the interviews will take place during week commencing 13<sup>th</sup> May 2024.

These will be informal chats with 3 or 4 other volunteers and staff members for the team to find out more about you, your experience and what you're looking to achieve in the role, as well as a chance for you to find out more about the role.

## Further information

If you would like to discuss the roles in more detail please contact:

**Yousif Eltom**, UK Race Equity Advisor

Email: [yousif.eltom@scouts.org.uk](mailto:yousif.eltom@scouts.org.uk)

**Jasmin Hinds**, Strategic Delivery Lead (Race Equity)

Email: [jasmin.hinds@scouts.org.uk](mailto:jasmin.hinds@scouts.org.uk)

## Role Description:

# Race Equity Sub Team Member

Anyone aged over 18, who has experience of the Scout Movement is eligible to apply for this role.

<b>Purpose of the role</b>	Working in partnership with staff and volunteers, you will co-deliver projects allied to race equity, ensuring the actions taken by the Scouts are shaped by lived experiences. You will work with a diverse team and contribute to all aspects of the movements race equity work ensuring the Scouts membership is reflective of the diverse communities we live in.
<b>Reports to</b>	Yousif Eltom (UK Race Equity Adviser)
<b>Responsible for</b>	NA
<b>Contacts</b>	<ul style="list-style-type: none"><li>• UK Leadership Team</li><li>• Executive Leadership Team</li><li>• Programme Sponsors and Senior Responsible Owners</li><li>• Project Management Team</li><li>• EDI, National Inclusion Team and relevant volunteers</li></ul>
<b>Time commitment</b>	This role can take as much, or as little, of the time you have available to succeed in this role. The role will require regular meetings with Project Teams, amounting to roughly 10 hours per month. Outside of this there will be a small amount of time required to comment on project outputs.
<b>Terms of appointment</b>	The appointment is for an initial term of 3 years, with the potential for re-appointment for a further period. This is a voluntary role and is unremunerated, however, reasonable expenses in line with the Expenses Policy will be paid.

## What we need from you (Person Specification)

<b>Skills and abilities</b>	<ul style="list-style-type: none"><li>• You openly contribute your views and ideas</li><li>• Ability to listen to others and gather opinions</li><li>• Bringing constructive challenge where necessary, with the aim of educating and reaching consensus</li></ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"><li>• Scouts experience is particularly important for this role, so you'll have experience of Scouts, as a volunteer leader or youth member.</li><li>• You'll have lived experienced experience as a Black, Asian, or Minority Ethnic member of the Scouts movement, or demonstrable experiences working with these communities.</li><li>• Knowledge of Scouts Policies, Organisation and Rules</li><li>• Strong network of staff and volunteers and knowledge of both local and national Scouting.</li></ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"><li>• Passionate and enthusiastic about race equity</li><li>• Open to new ideas and motivated to deliver change</li><li>• Approachable at all reasonable times</li><li>• Committed to the Values and Fundamentals of Scouts</li></ul>

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|  | <ul style="list-style-type: none"><li>• Committed to personal development</li><li>• Self-motivated</li></ul> |
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# UK Leadership Team Structure

April 2024

