Group Leadership Team

Purpose of the Group Leadership Team

The Group Leadership Team leads the Group, by:

- Maintaining an effective and motivated group of volunteers within the Group

- Planning ahead to ensure the Group continues to have sufficient volunteers and resources to run an engaging programme

- Ensuring that all volunteers in the Group, including Young Leaders, are appropriately skilled for the tasks that they are undertaking

- Empowering Sections to work together to deliver the programme

- Ensuring the Group is well-regarded in the local community

Outcomes for the Group Leadership Team

The Group Leadership Team should ensure that:

- There is excellent young person retention.

- You are undertaking effective succession planning to ensure appropriate numbers of volunteers on each Section Team.

- There are Young Leaders within each Section Team.

- The Group membership (young people and volunteers) reflects the diversity of the local community.

- The Group is visible in the local community.

- You are continuing to improve how the Group operates to reflect the changing expectations of volunteers and young people.

- Each of the Section Teams are achieving their Outcomes.

- You are engaging with other local Groups.

- The Group has a well-resourced Group Trustee Board, which has approved a budget to enable the Group to deliver its outcomes.

Tasks for the Group Leadership Team	
Tasks for the whole team	**Allocated Tasks**
All Group Leadership Team members take part in these tasks and must have – or develop - the skills associated with these tasks. The tasks below are not limited and can be added to in order to suit local needs.	The Group Leadership Team must ensure that one or more members has responsibility – and the skills - for each of these tasks. These tasks are the responsibility of the Group Leadership Team. They can be undertaken by one or more members of the team (or sometimes by people outside of the team). The tasks below are not limited and can be added to in order to suit local needs.
Supporting the Group's Sections	
1. Regularly check progress on meeting Outcomes for the Group Leadership Team. 2. Ensure the views and ideas of young people shape and inform decisions within the Group and its Sections. 3. Work with Section Teams to ensure young people and volunteers feel welcome, included and activities are accessible to all, making reasonable adjustments to support this. 4. Ensure the demographics of young people and adults is representative of the Group's catchment area.	1. Ensure the effective and smooth running of the Group Leadership Team. 2. Work with the District 14-24 Team Leader to ensure there are Young Leaders in all of the Group's Section Teams. 3. Help Section Teams to achieve their Outcomes, using Quality Programme Checkers where appropriate. 4. Help Section Teams to produce and maintain quality risk assessments.
Developing our Volunteers	
1. Work with volunteers to pool skills across Sections.	1. Ensure "Our volunteering culture" is effectively utilised across the Group. 2. Help all volunteers to gain the skills they need. 3. Contribute to safe adult recruitment, review and exiting processes. 4. Ensure volunteers in the Group meet relevant mandatory requirements, such as learning, DBS checks, etc.
Engaging with the Community	

	1. Develop relationships to support the delivery of the programme and the recruitment of adults and young people. This could include:
	  a. local community leaders, including:
	    • head teachers/college principals
	    • local government leaders
	    • faith leaders
	  b. other youth groups, particularly those in areas where Scouts doesn't yet have a presence
	  c. local volunteer recruitment agencies
	  d. other key local stakeholders
	  e. articles in local digital or printed publications
	  f. local social media groups
	  g. local media

Enabling New Provision	
	1. Work with District Teams to open new Sections.
Managing Incidents	
	1. Ensure all incidents are reported appropriately.
	2. Respond to Subject Access Requests (SARs) and personal data breaches
	3. Informally manage complaints (as described in the Complaints Policy) to prevent escalation where possible
	4. Engage with the District Incident Management Team where required.