

Assistant Area Commissioner (Inclusion)

Purpose of the role

As a member of the Area Leadership Team the AAC (Inclusion) works in partnership with the Area Team and the Area Executive Committee to define Equality, Diversity and Inclusion (EDI) policies within their area of responsibility and to manage and coordinate the practical delivery of EDI support to our membership. A key purpose of the role is to improve the level of support provided to our membership in all areas of inclusion.

Responsible to: Area Commissioner.

Responsible for: Inclusion teams within your area of responsibility

Main Contacts: Area Executive Committee, other Area Team members, members of the ScoutsCymru Inclusive Scouting Advisory Team, UK and Wales Inclusion Teams, Commissioner Wales Inclusion, National Scout Active Support Units supporting EDI, other external organisations specialising in relevant aspects of EDI, District Commissioners, Group Scout Leaders.

Main Role Responsibilities

The AAC (Inclusion) will support the development of Inclusive Scouting across the Area by:

- Providing guidance, advice and up-to-date information to the Area Commissioner and Area Team in matters of EDI, including attendance at Area Team meetings
- Supporting the Area Executive Committee (and sub-Committees) to ensure that equal employment and volunteering policies are defined and followed (including the Scout Association's Religious and Equal Opportunities policies), including attendance at Area Executive Committee meetings if required
- Working with UK and Wales Inclusion Teams and applicable National Scout Active Support Units to make specialist advice and support available within their area of responsibility as needed
- Attending UK and Wales AAC (Inclusion) meetings when required
- Supporting the ScoutsCymru Inclusive Scouting Advisory Team and attending meetings when required
- Advise Commissioners on matters of section age range flexibility for youth members with additional needs
- Support adult and young leader training in areas of EDI

- Leading and managing Area participation in events that celebrate inclusivity (such as Pride etc).
- Support to leaders on the integration and support for youth members with additional needs including: Disabilities, Medical and Additional Learning Needs
- Support for leaders with respect to the integration and support of Lesbian, Gay, Bisexual or Transgender (LGBT+) youth members and adults
- Providing support to the Area in ensuring that Scouting provision is available to all, paying particular attention to ensuring that gender, sexual/romantic orientation, disability, additional learning needs, class, religion, race, language are not barriers to inclusion. Where barriers are identified, to provide support in removing those barriers.
- Support to leaders and parents on socio-economic inclusion and support
- Support to leaders on spiritual development and the exploration of different faiths within their programme

Personal Specification

The Assistant Area Commissioner (Inclusion) must:

- Accept the policies and rules of The Scout Association, and have a good understanding in particular of HQ EDI policies and guidance
- Understand the importance of EDI in meeting the aims of the Scout Association
- Be able to build a positive and active relationship with the Area Team, District Commissioners, and Group Scout Leaders
- Be enthusiastic, proactive and able to enthuse others about EDI
- Be able to lead project teams, ensuring that teams are objective-led and working to predefined limits (e.g. timescales and budgets)
- Similarly, to be able to work independently within predefined limits, organising your own workload to prioritise tasks
- Have good written and oral communication skills
- Be confident in the use of emails as a communication method
- Be able to work well in meetings (both in person and via online methods)
- Possess good and articulate presenting and facilitating skills, with the confidence to speak to an audience and convey your message effectively
- Willing to become a member of The Scout Association by taking their preferred Scout Promise and living by Scout values.
- Accept and promote Scouting's fundamentals