

Role Title: District Scout Programme Lead

Section: Scouts (ages 10½–14)

Level: District

Reports to: District Lead Volunteers / District Programme Lead

Works with: Group Lead Volunteers, Scout Section Team Leads, Scout Section Team Members, District Team, County Programme Team

Role Purpose

To support, develop, and enhance the quality and consistency of the Scout programme across the district, ensuring all young people experience a fun, safe, inclusive, challenging, and adventurous programme aligned with national guidance and the values of Scouting.

Key Responsibilities

1. Programme Support & Development

- Promote and support the delivery of a balanced, high-quality Scout programme across all groups.
- Share best practice, ideas, and resources with Scout Section Teams.
- Encourage youth-shaped and youth-led programmes, enabling Scouts to take increasing responsibility for planning and leading activities.
- Support Scout Team Leaders and Team Members in delivering opportunities that develop leadership, teamwork, resilience, independence, and skills for life.
- Encourage participation in adventurous activities, outdoor experiences, expeditions, community action, and achievement through badges and awards.

2. Leader Support & Engagement

- Act as the main point of contact for Scout Section Teams within the district.
- Build positive relationships with section teams and provide ongoing encouragement, guidance, and support.

- Facilitate regular meetings, forums, and networking opportunities for Scout Section Teams to share ideas and experiences.
- Support the recruitment, onboarding, development, and retention of adult volunteers.
- Encourage collaboration between groups to strengthen programme delivery and share resources.

3. Events & Activities

- Coordinate and/or support district-level Scout events, camps, competitions, expeditions, and challenge activities.
- Ensure events are inclusive, engaging, and aligned with programme objectives.
- Promote opportunities for Scouts to participate in county, regional, national, and international activities.
- Work collaboratively with other section leads to support transitions between sections and develop joint programme opportunities.

4. Communication

- Maintain effective communication with Scout Section Teams across the district.
- Share relevant updates, programme resources, and opportunities from district, county, and national levels.
- Promote collaboration and the sharing of successful programme ideas and initiatives.

5. Inclusion & Growth

- Champion inclusive practices, ensuring all young people can access and benefit from the Scout programme.
- Support strategies to strengthen and grow Scout sections throughout the district.
- Encourage welcoming, diverse, and supportive environments that reflect the communities we serve.
- Help identify and address barriers to participation and retention.

Training & Support

- Full training provided in line with organisational requirements.
- Ongoing support from the District Lead Volunteer, and the District Team.
- Flexible-to-need support and ideas from the District Programme Lead.
- Access to programme resources, networking opportunities, and leadership development support.

Measures of Success

- Improved consistency and quality of Scout programmes across the district.
- Increased participation in adventurous activities, camps, expeditions, and awards.
- Positive feedback from volunteers, young people, and parents/carers.
- Increased engagement, development, and retention of Scout volunteers.
- Successful delivery of district Scout events and activities.
- Growth, inclusivity, and sustainability within Scout sections.

Term of Role

Typically, 3 years (subject to local policy and review).

Summary

The District Scout Programme Lead plays a key role in supporting volunteers and enhancing the Scout experience across the district. By promoting exciting, adventurous, and youth-shaped programmes, the role helps young people develop confidence, leadership skills, resilience, and independence while enjoying memorable experiences and preparing for the opportunities and challenges ahead.