

# Support and shape the future of Governance in Mersey Weaver

A photograph of a group of young Scouts in a forest setting. One boy in the center, wearing an orange hoodie, is holding a large wooden staff or log. He is looking towards the right with a smile. Another boy in a grey jacket is visible on the left, and a girl in a pink jacket is partially visible on the right. The background shows a wooden structure and trees.

**District Chair  
Mersey Weaver  
Vacancy Pack**



**Scouts**  
Mersey Weaver

# Contents

|   |    |
|---|----|
| Support and shape the future of Scouting in Mersey Weaver | 1  |
| District Chair Mersey Weaver Vacancy Pack                 | 1  |
| Contents  | 2  |
| Introduction to Mersey Weaver                             | 3  |
| How to apply or nominate someone                          | 4  |
| Why you should read on...                                 | 5  |
| What would I be doing as the District Chair               | 5  |
| What are we looking for?                                  | 7  |
| What's in it for me?                                      | 8  |
| Core Leadership Skill Areas                               | 9  |
| About Mersey Weaver                                       | 10 |
| More information about Scouts                             | 10 |

# Introduction to Mersey Weaver

We are looking to identify enthusiastic and talented individuals who can support Scouting in Mersey Weaver as our new District Chair alongside a new District Lead Volunteer, as we implement our ambitious transformation plans as part of our Skills for Life strategy.

The District Chair is a key volunteer role in a District responsible, for providing strong Governance and leadership to the District Trustee Board.

You will be joining a team of talented, focused volunteer Trustees who are all passionate about bringing brilliant Scouting to every young person who wants to take part and enjoy having fun in the process.

We are looking for individuals who can lead and support by being a great coach, critical friend, and motivator to get the best from the people our team is here to support. Joining the team now provides the opportunity to be at forefront of our continued success within Scouting.

It is our ambition to create the best possible team, and as Scouts we believe that we will do that by inviting and involving volunteers from different walks of life with different experiences, different skills, and perspectives. **So, at this time we are really keen to provide opportunities for people to develop their skills, interests and experience in Scouting in a supportive and enjoyable way.**

Read on to find out more about how you or someone you know could get involved – give it a go, apply yourself or nominate someone you know today!

# How to apply or nominate someone

## Process

Thank you for your interest in volunteering as a District Chair in Mersey Weaver. On the following pages you will find more information about the role, as well as what the team is all about and what's in it for you as a volunteer joining us.

You can apply for the role yourself using the application form, or nominate someone else using the nomination form. Nominated people are under no commitment to apply unless they wish to. Apply or nominate online:

[Apply yourself](#)

[Nominate someone else](#)

A search group has been put together to oversee this process and will review all applications and nominations in order to make decisions as to who to invite to attend the selection stage of this process.

## Key dates

The closing date for applications is midday on Sunday 15 February 2026

It is intended that this appointment start Easter 2026, after a structured handover during March, and a formal transition at the Mersey Weaver Annual General Meeting on 6 Ma 2026.

## Further information

For more information, or for an informal chat, please e-mail:

[chair@merseyweaverscouts.org.uk](mailto:chair@merseyweaverscouts.org.uk) to arrange to speak with Jeff Shaw (Current Chair) and;

[lead.volunteer@merseyweaverscouts.org.uk](mailto:lead.volunteer@merseyweaverscouts.org.uk) to arrange to speak Oliver Chambers (Current District Lead Volunteer)



# Why you should read on...

## Can you answer yes to these questions?

- **Can you inspire and motivate volunteers in Scouts?**
- **Do you have ideas for how we could make Scouts even better or easier for volunteers to be brilliant in their roles?**
- **Do you enjoy being part of a fun and caring team?**

We want the best people in the team so that we can do the best possible job for our volunteers across the country.

We welcome applications and nominations from everyone including people who are underrepresented in our leadership roles including people from Black, Asian and/or minority ethnic backgrounds and women, as well as people with lived experience of supporting less affluent young people and communities.

Joining the team isn't just about having all the skills and all the experiences to do the role from day one – Scouts is just as much about us as adults using and developing our own skills as it is about creating opportunities for young people to build Skills for Life.

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# What would I be doing as the District Chair

## Allocated tasks

- Lead the Trustee Board.
- Plan when Trustee Board meetings should take place, and decide [what to talk about at each meeting](#).
- Lead Trustee Board meetings and the Annual General Meeting (AGM).
- Liaise with the District Lead Volunteer.
- Lead [recruitment for new Trustees](#).
- Support other Trustees by organising inductions, making [reasonable adjustments](#) (where needed), checking in to see how they're getting on, and carrying out annual reviews.
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## Tasks for the whole team

All Trustees are equally responsible, but they might decide to split the tasks between them.

**Trustees work together to make sure Districts:**

## Manage money well

- Have enough money for now and in the future. This means having a reserves policy and making sure fundraising takes place, if it's needed.
- Have a budget in place. Trustees then agree how to manage the budget with other volunteer teams.
- Follow Scouts policies and relevant legislation

- Follow [POR, key policies](#) (including [safety](#), [safeguarding](#), [data protection](#), and [equality, diversity and inclusion](#)), and [charity regulations](#).
- Follow employment law, and act as a responsible employer in line with Scout values if staff are employed. Make sure effective line management is in place for each staff member, which can be delegated to others.
- Create Trustees Annual Report and Statement of Accounts.
- Have Statement of Accounts examined [by an appropriate person](#) before the Annual General Meeting. If they're a registered charity, they'll need to share it with the charity regulator.
- Hold an Annual General Meeting (AGM).
- Look after buildings, insurance and property
- Look after records of ownership of property and equipment.
- Have the right insurance for people, buildings, and equipment.
- Make sure buildings and equipment are working well.

## Manage risks

- Maintain a risk register and put the right risk mitigations in place.
- Help the charity to operate well, today and in the future
- Work with the District Lead Volunteers to meet their charity aims.
- Champion [Our Volunteering Culture](#), and make sure volunteers are aware of it, reflect on it, commit to it, and apply it in their teams.

### In carrying out the above, Trustees also:

- Make sure effective administration is in place to support the work of the Trustee Board.
- Make sure records of Trustee Board meetings are kept, and complete any actions that are agreed.
- Run [open selection processes for appointing Trustees](#).
- Co-opt Trustees onto the Board if they need people with particular skills or knowledge.
- Get expert advice, if needed. This could be on health and safety, managing money, buildings, equipment, or employment.
- Network with other Scouts Trustees to share knowledge and experience.

### What it means to be a Trustee and where to get support

- Trustees are part of an important team. You can find out more about the legal aspects of being a Trustee, in [England and Wales](#),
- It's also covered in the [Trustee Introduction module](#).
- You can visit the Scouts webpage to find out more information about [being a Trustee](#), join the [Managers and Trustees in Scouting Facebook page](#), or talk to other local Trustees to get support.
- Each Group, District and County is a separate charity, whether or not the Group, District and County is registered with a charity regulator.
- All Scout Trustees are covered by [Trustee Indemnity Insurance](#).

# What are we looking for?

## Skills and abilities

- Excellent written and oral communication skills
- Provides advice and guidance effectively to others
- Provides strategic direction for the District
- Can build, maintain and facilitate effective working relationships with a wide range of people
- Enables others to identify issues, clarify objectives, develop attainable objectives and gain the necessary skills and confidence to work as an effective team
- Ability to negotiate compromises
- Plans, manages and monitors own tasks and time
- Can construct and implement long-term plans that improve and expand the Scouting offered to young people, and identify any training, resources and other needs required to undertake this work
- Can use basic computer software.

## Desirable knowledge and experience

- Understanding of the challenges of working in the voluntary sector
- Experience of working with young people and/or community work with adult groups

## Personal qualities

- An understanding of the needs of adult volunteers
- Flexible approach
- Self-motivated
- Able to work as part of a team and promote good teamwork
- Resourceful, energetic, and enthusiastic about the job
- Acceptance of the fundamentals of the Scout Movement.

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**“My volunteer leaders believed in me as a young person and taught me to believe in myself. They showed me I could do anything I put my mind to, and others would help me along the way.” Dwayne Fields, Chief Scout**

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# What's in it for me?

Supporting volunteers provides so much more opportunity and experiences than with employees, what you can gain by doing this really well can be a **great asset for your professional life as well as in Scouts**. The issues and challenges that you find ways to tackle will stretch you as an individual and as a leader and you'll find yourself **discovering new things that you are capable of achieving**.

The work of our team is all about people and one of the incredible benefits of volunteering in any role in Scouts is the teams of people you get to work with. You will join an incredible **team of dedicated people** leading Scouting in Mersey Weaver. You will get to inspire, motivate, shape and support the development of this team, building friendships and establishing a sense of camaraderie focused around our mission for young people.

If you **get a kick out of seeing things happen**, achieving success and making a positive impact to a wide audience then volunteering in this team definitely provides all of that. You will get to see the difference that Scouts makes to so many young people's lives on a national scale, helping them developing skills for life, fostering friendships, and providing so many incredible and unforgettable experiences.

In the Mersey Weaver Trustee Board, you will have an **important role to lead the progress of our strategy**. You will have the **opportunity to learn** more about how Scouting works in Cheshire and be in a position to shape and contribute to the way we work.

And if you're reading this thinking that it all sounds quite exciting and something you'd quite enjoy doing, but maybe you're worried about the timing or you might think there is someone else who would be better for the role, ask yourself if not me, then who? **If not now, then when?**



# Core Leadership Skill Areas

We've identified six core skill areas that make a good Scouting manager and leader::

## **1. Providing direction**

A good District Chairs will work with will create a vision for Scouting in their District and provide clear leadership to implement that vision.

## **2. Working with people**

It is vital that a District Chairs can create team spirit amongst the other volunteers they work with and can form effective working relationships based on trust and the fundamental principles of Scouting: integrity, respect, care, belief and cooperation.

## **3. Achieving results**

District Chairs ensure that goals are achieved, plans are seen through to completion, and that good relationships are maintained within and between Scout Groups. Forging links within the local community is also an important aspect of development.

## **4. Enabling change**

It is important for a Chair to encourage volunteers to think of creative ways to improve Scouting across the District. They should then provide the support to implement appropriate changes.

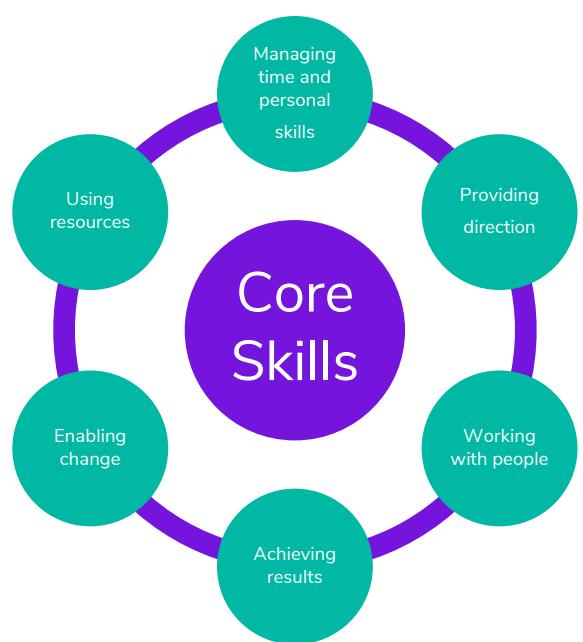
## **5. Using resources**

A District Chair will ensure that information and resources are available, helping volunteers across the District to continue to provide excellent Scouting opportunities to young people.

## **6. Managing time and personal skills**

A good District Chair should use their time effectively and be willing to continue to learn and improve their skills.

Follow this link for more information on [core skills](#)



# About Mersey Weaver

Mersey Weaver is located within Cheshire County and is made up of twenty-two Groups. This covers Runcorn, Weston, Weston Point, Frodsham, Helsby, Ince and Elton, Alvanley, Delamere, Kingsley, Norley, Moore, Whitley, Farnworth, Hough Green, West Bank, Ditton, Halton View, Barrows Green, Cronton, and Hale Bank.

Total membership (in 2025)

- 93 Squirrels Scouts (4 – 6-year-olds)
- 289 Beaver Scouts (6 - 8-year-olds)
- 313 Cub Scouts (8 - 10 ½ year-olds)
- 265 Scouts (10 ½ - 14-year-olds)
- 113 Explorer Scouts (14 – 18-year-olds)
- 450 Adults (18+ year-olds), of which 57 are Scout Network members (18 – 25-year-olds)
- Total Membership 1,523.

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## More information about Scouts

- [What Scouts do](#)
- [Skills for Life – our strategy to 2025](#)
- [About volunteering with Scouts](#)
- [Our rules and key policies](#)