

## Chapter 2

### Key Policies

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#### The Religious Policy

The Scout Movement includes Members of many different forms of religion. The following policy has received the approval of the heads of the leading religious bodies in the United Kingdom.

All Members of the Movement are encouraged to:

- make every effort to progress in the understanding and observance of the Promise to do their best to do their duty to God;
- belong to some religious body;
- carry into daily practice what they profess.

#### Attendance at services

If a Scout Group is composed of members of several denominations or religions, the Beaver Scouts, Cub Scouts and Scouts should be encouraged to attend services of their own form of religion.

#### Chaplains

Chaplains may be appointed as Advisers in Scout Groups, Districts, Counties, Countries and Nationally. A Chaplain may be a Minister of Religion or a lay person.

In a Scout Group sponsored by a religious body the religious leader may be appointed Group Chaplain.

National Chaplains may be appointed for religious bodies represented in Scouting.

#### Rule 2.1 Responsibilities within the Religious Policy

- a. The District Commissioner or the County Commissioner, as appropriate, must be satisfied that all applicants for Leader or Commissioner appointments are fully aware that they will be required by their personal

example to implement the Association's religious policy.

- b. If a Sponsored Group has a policy of recruitment restricted to members of one particular form of religion or denomination, the Sponsoring Authority is responsible for the religious training of all young people in the Group.

In this case it is the duty of the Group Scout Leader to encourage attendance at such religious instruction and observances as the Sponsoring Authority may consider desirable.

- c. Scouts' Own Services may be held for the worship of God and to promote a fuller understanding of the significance of the Scout Promise and Law.

Such services must be regarded as supplementary to, rather than a substitute for, formal attendance at the services of the individual's own form of religion.

- d. If a Beaver Scout, Cub Scout, Scout, Explorer Scout or Scout Network Member is not allowed, by reasons of the individual's own religious obligations, to attend acts of worship other than that of the individual's own faith, the Leader must make certain that those obligations are not compromised.

#### The Equal Opportunities Policy Young People

The Scout Association is part of a world-wide educational youth movement. The values which underpin and inspire its work are embodied in the Scout Promise and Law and in the Purpose of the Association.

Within this framework, the Association is committed to equality of opportunity for all young people.

Accordingly:

- a. The Scout Association is committed to extending Scouting, its Purpose and Method to young people in all parts of society.
- b. No young person should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:
  - class;
  - ethnic origin, nationality (or statelessness) or race;
  - gender;
  - marital or sexual status;
  - mental or physical ability;
  - political or religious belief.

All Members of the Movement should seek to practise that equality, especially in promoting access to Scouting for young people in all parts of society. The Scout Association opposes all forms of racism.

*Note: With reference to gender, membership of the youth Sections of the Association is open to girls and young women of the appropriate ages subject to a process of local self-determination in each Scout Group as to whether existing single-sex provision should become co-educational.*

#### **Leaders and other volunteers**

To carry out its work the Association seeks to appoint effective and appropriate Leaders, and to involve other volunteers in supporting roles, all of whom are required to accept fully the responsibilities of their commitment.

The overriding considerations in making all appointments in Scouting shall be the safety and security of young people, and their continued development in accordance with the Purpose of the Association.

Accordingly, all those whom the Movement accepts as volunteers must be 'fit and proper' persons to undertake the duties of the particular position to which they have been appointed (including, if relevant, meeting the requirements of the Sponsoring Authority) and, where appropriate, the responsibilities of membership.

In making an appointment to a particular leadership or support position it may be appropriate to consider the gender and/or ethnicity of the potential appointee, in particular to ensure appropriate composition of leadership or supporting teams.

The physical and mental ability of a particular potential appointee to fulfil a particular role will always be a relevant factor to consider.

Within these constraints, and those imposed by the need to ensure:

- the safety and security of young people;
- the continued development of young people; and
- equal opportunities for all;

no person volunteering their services should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:

- age;
- class;
- ethnic origin, nationality (or statelessness) or race;
- gender;
- marital or sexual status;
- mental or physical ability;
- political or religious belief.

*Note: Paedophilia is a bar to any involvement in the Scout Movement.*

*Note: With reference to religious belief, the avowed absence of religious belief is a bar to appointment to a Leadership position.*

#### **Rule 2.2 Responsibilities within the Equal Opportunities Policy**

All adults in Scouting have a responsibility for the operation of the Association's equal opportunities policy.

- a. The District Commissioner or the County Commissioner, as appropriate, must be satisfied that all applicants for Leader or Commissioner appointments are fully aware that they will be required by their personal example to operate the Association's equal opportunities policy.

They must also be satisfied that all those whom they invite to assist them in other ways in the work of the District or County are upholding the Association's equal opportunities policy by the personal example that they set before the Scouts in the District or County as the case may be.

- b. Group Scout Leaders must be satisfied that all those whom they invite to assist them in the work of the Group will uphold the Association's equal opportunities policy by the personal example that they set before the Scouts in the Group.
- c. Appointments sub-Committees are required to operate the Association's equal opportunities policy in their work.
- d. The District Executive or the County Executive Committee, as appropriate, must be satisfied that all applicants for appointments in their gift are fully aware that they will be required by their personal

example to operate the Association's equal opportunities policy.

*Note: Guidelines on the operation of the Equal Opportunities Policy are available from the Scout Information Centre.*

### **The Safety Policy**

It is the policy of The Scout Association to provide Scouting in a safe manner without risk to health, so far as is reasonably practicable.

The Association believes that this responsibility ranks equally with the other responsibilities incumbent upon those providing Scouting activities and functions.

It is the responsibility of all those involved in Scouting to seek, so far as is reasonably practicable, to ensure that:

- all activities are conducted in a safe manner without risk to the health of participants;
- the provision and maintenance of equipment and buildings for Members and others is safe and without risk to health and adequate for their welfare;
- information, instruction, training and supervision is provided with the object of ensuring the health and safety of all those involved in Scouting activities or who may be affected by them;
- appropriate arrangements are made to ensure safety and the absence of risks to health in connection with the use, transport, storage and handling of equipment, and substances which are inherently or potentially dangerous.

### **Rule 2.3 Responsibilities within the Safety Policy**

- a. All persons involved with Scouting are responsible for the operation of the Association's *Safety Policy*.
- b. It is the responsibility of all persons to ensure that:
  - they do not endanger the health and safety of themselves or others;
  - they observe the rules established for the safety of those involved in Scouting activities.
- c. The District or County Commissioner, as appropriate, must be satisfied that all applicants for adult appointments are fully aware that they will be required by their personal example to implement the Association's *Safety Policy*.
- d. Counties should designate one or more Safety Co-ordinators.

They should have the responsibility of advising the County Commissioner and the County Executive Committee on the implementation of the Association's *Safety Policy* within the County and shall assist District Commissioners in operating the policy.

- e. Group Scout Leaders must be satisfied that all those whom they invite to assist them in the work of the Scout Group are competent persons to carry out the tasks given to them and are aware of their responsibilities under the Association's *Safety Policy*.
- f. When District or County Commissioners do not renew, or when they cancel warrants and appointments because the holder has not acted in accordance with the Association's *Safety Policy*, they must inform the Records Manager at Headquarters, in writing, of the reasons for the termination of the warrant or appointment.
- g. Local responsibility for the management of the Safety Policy of the Association rests with the Chairman of the appropriate County, District or Group Executive Committee.

### **The Child Protection Policy**

It is the policy of The Scout Association to safeguard the welfare of all Members by protecting them from physical, sexual and emotional harm.

Accordingly The Scout Association is committed to:

- taking into account in all its considerations and activities the interests and well-being of young people;
- respecting the rights, wishes and feelings of the young people with whom it is working;
- taking all reasonable practicable steps to protect them from physical, sexual and emotional abuse;
- promoting the welfare of young people and their protection within a relationship of trust.

### **Rule 2.4 Responsibilities within the Child Protection Policy**

- a. All adults aged 18 or over within Scouting are responsible for the operation of the Association's Child Protection Policy.
- b. It is the responsibility of all adults to ensure that:
  - their behaviour is appropriate at all times;
  - they observe the rules established for the safety and security of young people;

- they follow the procedures following suspicion, disclosure or allegation of child abuse;
- they recognise the position of trust in which they have been placed;
- in every respect, the relationships they form with the young people under their care are appropriate.

*Note: the guidelines 'Young People First' set out a code of behaviour which is essential for all adults in Scouting to follow. The guidelines are available from the Scout Information Centre.*

- c. Counties must designate one or more Child Protection Co-ordinators.

They shall have the responsibility of advising the County Commissioner and the County Executive Committee on the implementation of the Association's Child Protection Policy within the County and shall assist District Commissioners in operating the policy and its procedures.

- d. The District Commissioner or the County Commissioner, as appropriate, must be satisfied that all those whom they appoint are 'fit and proper' persons to carry out the responsibilities of the appointment.

They must ensure that all applicants demonstrate an understanding of and a commitment to the principles and procedures supporting the Association's Child Protection Policy.

- e. Group Scout Leaders must be satisfied that all those whom they invite to assist them in the work of the Scout Group are 'fit and proper' persons to carry out the tasks to be given to them and are aware of their responsibilities under the Association's Child Protection Policy.

- f. In cases where there is an allegation or suspicion of child abuse the District Commissioner or County Commissioner, as appropriate, must immediately take steps to ensure that no Scouting situation arises which could cause further concern and that no adult is placed in a position which could cause further compromise.

To this end, suspension of membership may be necessary

- g. Where urgent issues of child protection are involved the Chief Commissioner has the authority to suspend the membership of any adult.
- h. The suspending authority must ensure that the Records Manager at Headquarters is informed immediately.

- i. When District or County Commissioners do not renew, or when they cancel warrants and appointments because the holder has not acted in accordance with the Association's Child Protection Policy, or has breached the code of behaviour, set out in the *Young People First* guidelines, they must inform the Records Manager at Headquarters in writing of the reasons for the termination of the warrant or appointment.

### **Anti-Bullying Policy**

"Children have the right to protection from all forms of violence (physical or mental). They must be kept safe from harm and they must be given proper care by those looking after them."  
*[The United Nations Convention on the Rights of the Child, Article 19]*

The Scout Association is committed to this ethos and seeks to ensure, as far as is reasonably practicable, the prevention of all forms of bullying among Members. To this end all Scouting activities should have in place rigorous anti-bullying strategies.

### **Rule 2.5 Responsibility within the Anti-Bullying Policy**

It is the responsibility of all adults in Scouting to help develop a caring and supportive atmosphere, where bullying in any form is unacceptable.

Adults in Scouting should:

- be aware of the potential problems bullying may cause;
- be alert to signs of bullying, harassment or discrimination;
- take action to deal with such behaviour when it occurs, following Association policy guidelines;
- provide access for young people to talk about any concerns they may have;
- encourage young people and adults to feel comfortable and caring enough to point out attitudes or behaviour they do not like;
- help ensure that their Group/Section has a published policy or charter on bullying.

**Note: Support material is available from the Scout Information Centre**

### **Development Policy**

Subject to the Rules governing age ranges and mixed membership the Scout Movement is open to all young people of whatever background.

The Scout Association recognises, however, that access to Scouting is not equally available

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to all groups and communities across society as a whole.

The Programme and Development sub-Committee of the Committee of the Council and the Field Development Service at Headquarters support the Movement in its work in making Scouting available to all.

In particular, through the use of innovation and experiment, it supports local Scouting in meeting the needs of young people in areas of urban disadvantage or priority, in highly rural areas, and among the minority ethnic communities.

It also works in collaboration with other agencies to support those disadvantaged young people who might benefit from its programme and ethos, and who may never become full Members of the Movement.

The Field Development Service supports local Scouting in a number of different ways:

- through the production and distribution of development material;
- through the sharing of experience and models of good practice;
- through support and advice from Headquarters staff, volunteer and professional;
- through recommendations to the National Development Grants Board for financial support.

Those seeking help in this field should contact the Field Development Service at Headquarters in the first instance.

*[Whilst Field Development Officers support the development of Scouting in England, the Assistant Director responsible for Development works closely with Scottish Headquarters, the Welsh Scout Council and the Northern Ireland Scout Council on development matters.]*