

Introduction

The Founder of Scouting had a vision from which a Movement has grown, so that Scouting is found today in every corner of the land.

Scouting happens principally in Scout Groups, Explorer Scout Units and Scout Networks, wherever boys and girls meet to enjoy the Scout programme. The function of all the other units in the Movement is to enhance the quality of provision of that programme at local level.

With approximately 9,000 Scout Groups in the United Kingdom and its dependent territories, a support structure is clearly necessary. The main purpose of *Policy, Organisation and Rules* is to explain as simply as possible how that structure is organised.

It is impossible to set out in detail rules to cover every eventuality, which means that much depends upon the judgement of responsible people at every level of the Movement.

It is important that everyone concerned strives to exercise that judgement in ways that encourage the development and growth of the Movement.

Policy, Organisation and Rules (POR) lays down the structure of Scouting in the United Kingdom, the Channel Islands and the Isle of Man and defines information about its training and management.

Each Rule is distinguished by a Rule number, which references the Chapter in which it is located.

Matters of policy, information and advice on good practice are generally unnumbered.

Policies are authoritative statements of principle governing the work of the Scout Movement.

Rules provide directives, which must be followed by all to whom the Rule is addressed.

There are many opportunities for local decisions to be made under a wide range of headings. The devolution of authority to Counties, Districts and Groups is clearly indicated where appropriate.

It is important that the exercise of that authority is not frustrated by the imposition of local rules. It must also be noted that the law of the land is paramount.

Information provides a statement of fact, which does not require action on the part of the reader. For example, the chapter on the Association's Headquarters is provided for interest and understanding only.

It is recognised that some matters may be difficult to follow in certain circumstances. For example, in some very rural areas and in some inner cities, where numbers of supporters may

be small, it may not be possible to constitute Group Councils and Group Executive Committees exactly as the Rules require.

However, many years of experience have dictated what is good practice and what works well, and wherever advice is given it should be followed if at all possible.

Definitions

The Programme - describes the Balanced Programme provided in the Sections for young people. It encompasses the Programme Zones (Self Development Areas in the Scout Network Section), methods and underlying ways of working for that Section.

All activities must be attractive and challenging to young people.

The Programme is based on the principles of Scouting - duty to God, duty to others and duty to self - and is the means of achieving the Purpose of Scouting.

The Programme in Scouting has a fundamental dimension, which determines how it is carried out. This is the Scout Method. The Scout Method is a system of progressive self-education through:

- the Scout Promise and the Scout Law;
- learning by doing;
- membership of small groups (for example the Patrol);
- involving, under adult guidance, progressive discovery and acceptance of responsibility;
- training towards self-government;
- direction towards the development of character;
- the acquisition of competence, self-reliance, dependability and the capacities both to co-operate and to lead;
- encouraging and enabling personal best effort;
- progressive and stimulating programmes of varied activities based on the interests and choices of the participants, including games, useful skills, and services to the community, taking place largely in an outdoor setting in contact with nature.

Members of the Scout and Guide Movements - is taken to mean Members of an Association or Federation recognised by either the World Organisation of the Scout Movement (WOSM) or the World Association of Girl Guides and Girl Scouts (WAGGGS).

**Adult Appointments
(Transitional Arrangements)**

Following the introduction of the Appointment Card in September 2007 Warrants have been phased out. All adults in Scouting will be provided with an Appointment Card detailing their full appointments including those appointments that previously would not have received a Warrant.

As part of the new adult appointment process, due to be launched in 2008, all adult appointments in Scouting will be defined in a revised version of POR.

Until the launch of the new process references to Warrant, Warranted Leader and Warranted Appointment are defined as described in the table below:

Current Reference in POR	New Appointment Process Definition
Warrant	Appointment Card
Warranted Leader	Manager (GSL, any Commissioner etc.) Leader (Section Leader, Assistant Section Leader, etc.) Supporter (any Assistant Commissioner, etc.)
Warranted Appointment in the Scout Group	Group Scout Leader, Assistant Group Scout Leader, Group Scouter.
Warranted Appointment in the Scout District	District Scouter, Special Group Leader and Assistant, Assistant District Commissioner, District Scout Network Leader, District Explorer Scout Commissioner, Explorer Scout Leader and Assistant, District Explorer Scout Leader.
Warranted Appointment in the Scout County	County Commissioner, Deputy County Commissioner, Scout Network Commissioner, County Training Manager, Assistant County Commissioner, County Scout Network Leaders, County Scouter, District Commissioner, Deputy District Commissioner, Local Training Manager, Assistant District Commissioner, District Explorer Scout Commissioner.

County - although in some parts of the British Isles Scout Counties are known as Areas or Islands - and in one case Bailiwick - for ease of reading POR simply refers to County/Counties.

Where relevant, when the word 'County' is used, it may be read as Area, Island or Bailiwick as appropriate.

'Counties' includes Areas, Islands and Bailiwick when appropriate.

Country Headquarters - refers to the headquarters of The Scottish Council of The Scout Association or the Northern Ireland Scout Council and to Headquarters at Gilwell Park in the case of England and Wales and the offshore islands.

Headquarters - refers to the Headquarters of The Scout Association in the United Kingdom.

Overseas Branches - refers to Branches of The Scout Association which are established in certain territories overseas.

British Groups Abroad - are Scout Groups, which are registered by The Scout Association in a number of other countries.

Regional Commissioners - Any references to the post of Regional Commissioner refers to England and Scotland only. For Wales and Northern Ireland, all references to Regional Commissioner should be read as Chief Commissioner.

The Personal Enquiry – This is a check made against records at Headquarters and with the Criminal Records Bureau in England and Wales, Disclosure Scotland in Scotland, and the Pre-employment Consultancy Service in Northern Ireland.

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