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Introduction

Scouting is an international Movement with some 28 million Members in more than 200 countries and territories. The number of countries that recognise the value of Scouting and accept its principles is steadily increasing.

The Scout Association in the United Kingdom is established by Royal Charter and is a member of the World Organisation of the Scout Movement (WOSM). It is the only Scout organisation in the UK recognised by the World Scout Conference and registered with the World Scout Bureau in Geneva. Scouting is open to Members of all faiths and offers equal opportunities to all young people in the community, regardless of their social, religious or ethnic background or gender.

The Scout Association is not a religious body. It is an organisation with a Religious Policy, which encourages young people to grow spiritually and develop within their own faith and denomination. It has a positive policy of integration and welcomes young people who have special needs.

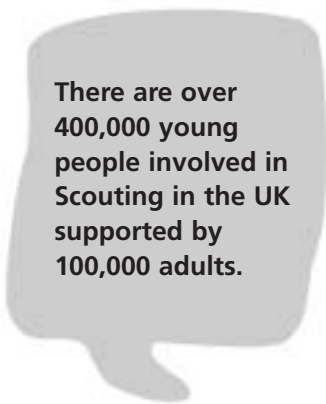
There are over 400,000 young people in the Scout Movement throughout the United Kingdom. They are supported by over 100,000 adults, holding Appointments as voluntary Leaders, Administrators and Supporters.

In 1991, it was decided that The Scout Association should become co-educational, admitting girls to the Beaver Scout, Cub Scout and Scout Sections. This complemented the admission of young women to the Venture Scout Section in 1976, and built on the work of women Leaders and helpers since the early years of the Movement. When an individual becomes a Member of the Movement, they also become a member of the appropriate Section of The Scout Association and of the World Organisation of the Scout Movement.

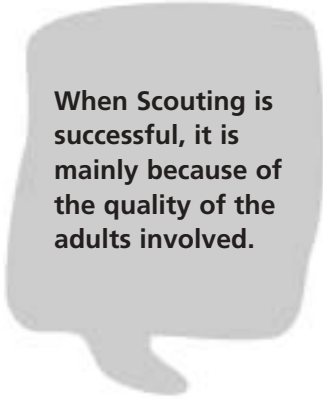
The Programme

In 2002 The Scout Association launched a new Programme to promote the growth and continuous development of young people aged 6 – 25. The age range is split into five youth Sections: Beaver Scouts, Cub Scouts, Scouts, Explorer Scouts and the Scout Network. By working through these Sections, the Programme can be delivered in a way that is appropriate to the needs of the young people in each age range, building on what has gone on before. It is based on the concept that the Programme should be well balanced, offering a wide range of activities in different ways.

At the heart of the Balanced Programme lie the six Personal Development Areas (PDAs). These are Body, Mind, Faith and Beliefs, Relationships, Community and Surroundings. Leaders help young people to grow and develop in each of these areas through their involvement in Scouting. It therefore provides the basis of regular Section meetings and all the other activities that Scouts of any age take part in, including adventurous activities, cultural events, community support work and leadership opportunities.



There are over 400,000 young people involved in Scouting in the UK supported by 100,000 adults.



When Scouting is successful, it is mainly because of the quality of the adults involved.

The Programme is easily recognisable as Scouting, not only in its content (what is done), but also in its methods (how it is done). Programme planning is concerned with the process of planning as well as content. Adults provide Scouting in an attractive and exciting way as facilitators, supporters, guides, mentors and as role models to young people.

The structure of The Scout Association is designed to facilitate the effective delivery of Scouting to young people. It is organised at four levels: Local, District, County and National, using a structure of Scout Group, Scout District, Scout County and Headquarters respectively. A Scout Group normally has a number and a name for management and support purposes (for example 1st Anytown). A number of Scout Groups make up a Scout District and a number of Scout Districts make up a Scout County. The responsibility structure in The Scout Association is simple. Group Scout Leaders are responsible for those people in their Group; District Commissioners are responsible for all those in their District; likewise, County Commissioners are responsible for those in their County.

Adult guidance

Adults in Scouting help young people to fulfil their potential through the delivery of a balanced programme of activities. They provide them with exciting and challenging experiences, and help them use those experiences in their personal and social development.

The quality of the learning that takes place depends upon various factors, including the resources available, but particularly upon the Leader's skills, personal example, personality and influence. The Adult Training Scheme is designed to help adults in all of these areas.

When Scouting is successful, it is mainly because of the quality of the adults involved. It follows then, that the appointment of adults is one of the most important responsibilities in Scouting. It requires much care, tact and administrative efficiency. Because The Scout Association attaches such importance to the quality of its leadership, the appointment procedure is necessarily rigorous.

This book is designed to give guidance and support to members of Appointments sub-Committees. It highlights areas that should be addressed with potential adult Members of the Movement. It also provides information on the responsibilities of the sub-Committee.



The Appointments sub-Committee forms part of a six-step appointment procedure.

The track record of the Movement

Scouting has an excellent track record in the appointment of adults in the Movement. When the correct processes are in place, it is rare for someone whom we would not wish to work with young people or look after funds to be appointed. For this reason, it is important that the correct recruitment procedure is followed in which the Appointments sub-Committee plays an essential role.

What is an Appointments sub-Committee?

The Appointments sub-Committee forms part of a six-step appointment procedure for an adult new to Scouting:

- The Personal Enquiry (Criminal Records Bureau Check in England and Wales, Disclosure Scotland in Scotland and Confidential Enquiry in Northern Ireland)
- Taking up two references (Form RF)

- Application on Form AA
- The discussion with the appropriate Commissioner, where a mutual agreement is approved
- The meeting with, or consideration by, the Appointments sub-Committee
- The issue of Provisional Appointments.

The Appointments sub-Committee is responsible to the relevant Executive Committee for assessing an adult's suitability to undertake a role in Scouting.

The main roles of an Appointments sub-Committee are to:

- make the adult feel welcome
- explain to the adult the purpose of the Appointments sub-Committee
- undertake an assessment of the adult
- make a recommendation as to the appointment
- support the Commissioner in conducting Appointment reviews
- support the Commissioner in the process of review following suspension
- support the Commissioner in the resolution of disagreements.

The major responsibility of the Appointments sub-Committee is to make an independent assessment of any adult wishing to take up an appointment in Scouting. It should therefore be positive in its approach. This work supports the Commissioners who have ultimate responsibility for Scouting in their locality.

The Appointments sub-Committee is not a 'rubber stamping' body and must carry out its functions with integrity and with the welfare of the Movement and its Members in mind. It therefore has an important role to ensure that those who are regarded as unsuitable to work with young people or look after funds do not have access to either.

At the same time, it should not be seen as stopping those who are genuinely interested in and suitable for giving their free time to Scouting. The sub-Committee plays a vital part in ensuring that those who take up adult appointments uphold Scouting's values and principles.