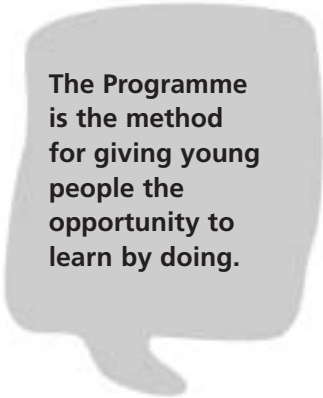


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Background information to be considered by the Appointments sub-Committee



The Programme is the method for giving young people the opportunity to learn by doing.

The Purpose and Principles of The Scout Association

The Purpose of The Scout Association is to help young people achieve their full physical, intellectual, social and spiritual potential, as individuals, as responsible citizens and as Members of their local, national and international communities. Scouting works well when young people enjoy learning by doing in partnership with adults. They do this by:

- taking part in a variety of activities and new experiences
- exploring the outdoors
- participating in teams
- taking responsibility.

The method for giving young people the opportunity to learn by doing is called the Programme.

Through the Programme, the Movement seeks to develop the independence of young people so they may develop themselves and manage their activities with their peers.

Members of Appointments sub-Committees will need to satisfy themselves of the adult's understanding of allowing young people to manage themselves.

The Promise

This is the Promise all adult Members of the Scout Movement make:

On my honour, I promise that I will do my best
to do my duty to God and to The Queen,
to help other people,
and to keep the Scout Law.

The Religious Policy

Scouting is available to all major faiths and must therefore take into account the different religious observances of its Members, when making the Promise. The phrase in the Promise 'duty to God' is normally suitable for most faiths including Christians, Hindus, Jews, Muslims and Sikhs. However, other wording which may be used is 'my Dharma' and 'Allah'. If other wording is required, advice should be sought from Headquarters.

The Scout Movement includes Members of many different religions. All Members are encouraged to:

- make every effort to progress in their 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.

It is important that nothing in Scouting compromises a person's faith. If further support is required in spiritual or religious matters, the County or District Chaplain or leader of another faith should be consulted. It may be useful to include a faith leader as a member of the Appointments sub-Committee.

If a Group is composed of members of several denominations or religions, the young people should be encouraged to attend services of their own religion.

The Equal Opportunities Policy

The Scout Association is part of a worldwide educational youth movement. The values that underpin and inspire its work lie within the Aim of The Scout Association and in the Scout Promise and Law. To carry out its work, the Association actively seeks to appoint effective and appropriate Leaders, and to involve others in supporting roles, who accept the responsibilities of their commitment.

All those whom the Movement accepts as volunteers must be fit and proper role models to undertake the duties of the position to which they have been appointed and, where appropriate, the responsibilities of Membership.

It is worth considering the make up of the sub-Committee in relation to equal opportunities. As members of the Appointments sub-Committee, it may be necessary to consider the gender and/or ethnicity of the adult to ensure appropriate composition of leadership or supporting teams. The physical and mental ability of an adult to fulfil a particular role will always be a relevant factor to consider. The relevant Commissioner should make sure of this.

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

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

No person volunteering help should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:

- **Class** - There is no justification for restricting Membership on the basis of social class.
- **Mental and physical ability** - It is not acceptable to deny a volunteer entry to the Movement because of their mental or physical disability, unless the safety,

security and continued development of young people will be put at risk.

- **Ethnic origin, nationality (or statelessness) or race** - There is no basis on which any volunteer offering their services, in any capacity, can be refused an Appointment in, and Membership of, The Scout Association on the grounds of ethnicity, nationality or racial origin.
- **Gender** - There is no basis on which any volunteer offering their services, in any capacity, can be refused an Appointment in, and Membership of, The Scout Association on the grounds of gender.
- **Marital or sexual status** - There is no justification for restricting Membership on the basis of marital status. However, conduct relating to marital status may well be a basis for restricting Membership, and in such cases you should refer to the *Equal Opportunities Policy: Guidelines with reference to sexual behaviour*.
- **Political belief** - In general, political belief is not a bar to Membership. Adult Members have the right to hold political beliefs, and to campaign on a party political platform as individuals. However, they do not have the right to promote those views as being the views and beliefs of The Scout Association or as being associated with the Scout Movement.
- **Religious belief** - While it is not acceptable to deny a volunteer entry to the Movement if the individual is a member of a particular faith community, a person would not be suitable hold a Warrant in Scouting if they:
 - were an atheist
 - believed that religious belief and spiritual development did not matter, although were willing to make the Promise
 - were a humanist and did not believe in a spiritual aspect to human beings
 - had religious beliefs, which conflicted with other fundamental principals of Scouting, such as being part of the world-wide family of Scouting.

These requirements are less strict for Associate Members and others who are not required to make the Promise. For further details on this, please contact the Information Centre on 0845 300 1818.

- **Sexual orientation** - There is no basis on which any volunteer offering their services in any capacity can be refused an Appointment in, or Membership of, the Movement on the grounds of heterosexual or homosexual orientation. Some people have perceived homosexuality as incompatible with Scouting on the basis of a presumed link between homosexuality and paedophilia. This perception has been used to deny homosexual people the chance to work with young people as Leaders. There is no link between homosexuality and paedophilia, and therefore there is no justification for restricting Membership on this basis. It is important, however, to be aware that there are types of sexual behaviour (in addition to paedophilia) which are not acceptable, and make a Leader or other volunteer improper for a role in Scouting. (See *The Equal Opportunities Policy: Guidelines with reference to sexual behaviour*).
- **Criminality** - Whilst criminality is not, in general, considered to be an equal opportunities issue, as it is not wholly beyond a person's control, it is appropriate to make reference to it in this section.

Though an adult's criminal record is a factor which Appointments sub-Committees must take into account when considering whether they are a fit and proper person for a role in Scouting, a criminal record is not, in itself, a bar to holding a Leadership appointment or other role. Crimes, which do bar an

individual from any involvement with the Movement are:

- Schedule One offences (*Children and Young Persons Act 1933*), i.e. offences against children and young persons which involve cruelty or which are of a sexual or violent nature
- offences which demonstrate attitudes and beliefs incompatible with the values of the Movement, such as racially motivated crimes.
- **Economic status** - Whilst economic status is not, in general, considered to be an equal opportunities issue, as it is not wholly beyond a person's control, it is important that an adult's economic status does not deter or prevent their participation in Scouting.
- **Age** - The suitability of an adult for a role in Scouting is not determined by age. An individual of at least 18 years old may be able to fulfil any adult role in Scouting subject to having the skills and ability as required by that role.

The Child Protection Policy

All adults in Scouting have a responsibility to ensure that every member, especially young people, is safeguarded and protected from harm.

The Scout Association has a clear policy:

'To safeguard the welfare of all members by protecting them from physical, sexual and emotional harm.'

The Scout Association's *Young People First* Code of Good Practice (the yellow card):


- sets out guidelines to safeguard the welfare of the young people with whom it works
- aims to provide guidelines to help safeguard adults in Scouting from situations where their actions, no matter how well intentioned, might be misinterpreted.

The Code of Practice applies to **all** adults in Scouting who must 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 in their care are appropriate.

It will be important to establish that an individual understands and is committed to the principles and procedures supporting the Association's Child Protection Policy. There will need to be discussion to ascertain that the individual concerned is aware and fully accepts their responsibilities in this area. This can be achieved through inquiry and discussion to confirm that the individual:

- considers the interests and well being of young people as paramount
- respects the rights, feelings and wishes of young people
- has a copy of the *Young People First* Code of Good Practice (the yellow card) and is aware of the associated Child Protection rules in *Policy, Organisation and Rules*. (This should have been given to the adult with Form AA)



All adults must have a copy of the 'Young People First' Code of Good Practice.

- agrees to follow the Code of Behaviour outlined in the *Young People First* Code of Good Practice
- knows the procedures following suspicion, disclosure or allegation of abuse
- is clear about their role and responsibilities, especially those regarding safety and supervision
- is aware of The Scout Association's enquiry procedure and its appropriate use.

The Safety Policy

All adults in Scouting have a responsibility to ensure that they do not endanger the health and safety of themselves or others and that they observe the rules established for the safety of those involved in Scouting activities.

The Scout Association's Safety Policy aims to ensure that as far as is reasonably practicable:

- 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.

It will be important to establish whether an individual understands and is committed to these principles. There will need to be discussion to ascertain whether the individual concerned is aware and fully accepts their responsibilities in this area. This can be achieved through discussion to confirm that the individual:

- considers the safety of themselves and others as paramount
- accepts that they will be required, by their personal example, to implement the Safety Policy
- is aware of the associated safety rules in *Policy, Organisation and Rules*
- is clear about their role and responsibilities, especially those regarding safety and supervision.

The 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 National 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.

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:

Every warranted adult must complete a minimum of five hours ongoing learning each year.

- be aware of the potential problems bullying may cause
- be alert to the 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 or Section has a published policy or charter on bullying.

Note: support material on bullying is available from the Scout Information Centre on 0845 300 1818.

Adult Training

To ensure that Scouting is of good quality for the young people taking part, The Scout Association requires each adult in Scouting to demonstrate a range of knowledge, skills and attitudes that are relevant to their individual Scouting role.

The range of skills The Scout Association expects of different roles are described in a number of modules, which together make up the Adult Training Scheme. There are 36 modules in total and different roles require a different selection of modules to be completed. The modules that a person needs will be defined by an adult's role description which they will agree with their line manager, who normally will be their Group Scout Leader, District Commissioner, or County Commissioner.

Adult training is made up of three stages:

- *Getting Started*
- The Wood Badge
- Ongoing learning.

Getting Started – When an adult starts in their role they will be given a Provisional Appointment. This lasts for a maximum of five months during which time they will get the training and support that they need to be able to do their chosen role. They will complete three modules during this period.

Wood Badge – Depending on an adult's Appointment, they will need to complete a number of modules to gain a Wood Badge.

Ongoing learning – Gaining the Wood Badge is not the end of the story. Every warranted adult must complete a minimum of five hours ongoing learning each year (averaged out over the length of a Warrant) to make sure that they acquire new skills and keep up to date with new trends and policies.

No training in The Scout Association's Adult Training Scheme is compulsory. If an adult already has the skills and knowledge that is needed for their role they do not have to repeat the training. Instead of undergoing training, an adult has the option of demonstrating their existing knowledge and skills through a validation exercise.

Learning methods

There are many methods of learning and an adult can choose the one that suits them best. An adult might, for example, choose to read a book or get a friend to help them or teach them a skill. Alternatively, they may wish to use one of the methods provided by The Scout Association such as attending a training session. An adult's Training Adviser will be able to advise them on what methods are available.

It is important to note that Appointments sub-Committees has a responsibility to ensure that adults are aware of their learning obligations.