



Group Inclusion Policy.

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Version Control

Version	Author/ Editor	Release Date
1.0	Annie Bennett	10 th September 2018
2.0	David Thorne	5 th July 2020
3.0	Annie Bennett	12th July 2022
4.0	Jan Moor	9th January 2023

Inclusion

This Document sets out Dringhouses (PC) Scout Group's (referred to from this point in this document as "The Group" or "Dringhouses Scouts") commitment to:

1. Uphold the fundamental values of Scouting in respect of Inclusion
2. Work closely with parents/carers of our young people with additional needs to improve their Scouting experience
3. Ensure leaders, who are all volunteers, have the support they need to provide an inclusive atmosphere
4. Provide an inclusive environment for all members and volunteers

The Scout Association's Equal Opportunities Policy, as outlined in [Policy Organisation and Rules \(POR\)](#), the guiding document for all Scout Groups states the following:

- 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 harassment or discrimination by reason of:
 - Class or socio-economic status
 - ethnic or national origin, nationality (or statelessness) or race
 - gender (including gender reassignment)
 - marital or civil partnership status
 - sexual orientation
 - disability
 - political belief
 - pregnancy and maternity
 - religion, belief or faith (including the absence of religion, belief or faith)
 - sex
 - age

All Members of the Movement should seek to practise equality, especially in promoting equal access to Scouting for all young people. The Scout Association opposes all forms of prejudice and discrimination, including racism, sexism, homophobia, biphobia and transphobia. All Scout Groups, as independent charities, have a duty to comply with relevant equalities legislation. All volunteers should make reasonable adjustments where possible to support all young people with disabilities to access Scouting.

Reasonable Adjustments

Reasonable adjustments means actions to enable young people with disabilities to access Scouting and Scouting activities, as far as reasonably possible, to the same level as all young people. This should involve working in partnership with parents/carers, to identify needs and support strategies.

Reasonable steps should also be taken to identify any young people with disabilities in the Section/Group.

Leaders and other volunteers

To carry out its work the Association seeks to appoint effective and appropriate Leaders, of all backgrounds and all areas of the community 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 and Values of the Association.

Accordingly, all those whom the Movement accepts as volunteers must be appropriate 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 recruitment and appointments processes, volunteers should make clear that roles are open to people of all genders, ethnicities, faiths and backgrounds and encourage a diverse range of applicants to apply, particularly those currently under-represented on the team.

It may, in limited circumstances, be appropriate to consider the gender or protected characteristics of a potential appointee. This is only the case where there is a genuine occupational requirement, for example, in order to ensure that a support team on a trip includes adult volunteers of different genders.

The ability of all appointees and volunteers to understand and implement Scouts' safeguarding policies and procedures, as set out in Rule 2.1, is an essential requirement.

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, harassment or discrimination by reason of:

- age
- class or socio-economic status
- ethnic or national origin, nationality (or statelessness) or race
- gender (including gender reassignment)
- marital or civil partnership status
- sexual orientation
- disability
- political belief
- pregnancy
- religion, belief or faith (including the absence of religion, belief or faith)
- sex

(End of quoted text: taken from POR chapter 2 October 2022 Version)

It should be noted that there is a specific DBS checking process for those over 18 years old with [self identify](#).

How Dringhouses Scouts Applies The Scouts UK Policy

At Dringhouses Scouts we are applying these policies in the following ways:

1. At Dringhouses Scouts, we do not see these requirements as disabilities, and we consider any additional needs, whether they be development, physical, medical, mental health, LGBTQ+, or religious.
2. We will always ask whether our young people have any additional needs or requirements before they join our group.
3. Due consideration of the safety and welfare of all young people and adults will be given to the maximum number of young people with additional needs per section. We may need to offer a different evening than the first preference (due to section size or numbers of young people with additional needs in that section) to ensure we can support a young person as well as we can.
4. Leaders will use resources, including the new starter pack and personal observation, to identify young people with additional needs if not already mentioned..
5. Parents and carers will be approached to help develop an individual plan, either before the young person joins or at the point of identifying an additional need, to help accommodate their child and will be asked to provide relevant information to target specific areas of need. The confidential nature of this information will be maintained in accordance with The Group's [privacy policy](#)
6. Sections, with the aid of the Group Scout Leader (GSL) and District resources where needed, will seek to make all reasonable adjustments possible to ensure the young person gains the fullest range of experiences and activities possible.

7. All sections will plan their programmes to take account of the needs of their young people and make reasonable adjustments to include all.
8. Accurate and secure record keeping will be maintained to help identify areas needing attention and individuals with additional needs who may benefit from additional support. These will be kept for each section night and reviewed half termly.
9. Flexibility will be shown regarding uniform to those with religious or cultural requirements or additional needs and adaptations can and will be made where needed.
10. Scouting, being an activity delivered by adult volunteers, does not have a statutory obligation to provide 1:1 support. However, where there is capacity within the Group to provide additional support, this will of course be done. Note that The Group is not able to undertake financial responsibility for the provision of 1:1 care should it be required. Parents/carers are encouraged and able to attend in these cases, with a DBS check, if appropriate.
11. We will continually review the hall environment to make physical improvements to accommodate additional needs. The toilets are already unisex and easily accessible.
12. On camps, young people's preferences of who they share a tent with will be the guiding principle to ensure **all** young people are comfortable, regardless of gender identity. In addition, we will try wherever possible to have unisex toilet facilities, alongside both male and female. Private changing areas will always be available.
13. In rare instances where it is not possible or appropriate for a young person to participate within The Group, even after reasonable adjustment, we would seek to find a place in the network of specialist Scout Groups for young people who would otherwise be unable to enjoy Scouting.
14. The Group will endeavour to undertake training as appropriate to ensure our policy on inclusion is up to date.
15. Those working for the group will to the best of their ability adopt inclusive language and take individuals' own preferences into account when addressing them (names, pronouns etc).
16. We provide training and guidance on inclusivity and inclusive language, such as calling young people "Explorers" or "Scouts" instead of boys or girls.
17. Exclusive and divisive language and behaviour will not be tolerated. We will investigate any issue appropriately.

This document provides general guidance and advice, each case will be assessed on its own merits.