

Inclusion Policy

Purpose

This policy explains the part everyone plays in ensuring there is an inclusive environment at 2nd Acomb (St. Stephen's) Scout Group.

Applies to

All Leaders including Trustee Board Members, Young Leaders, Volunteers, Suppliers, Contractors and members of the Public who are involved with 2nd Acomb (St. Stephen's) Scout Group.

Summary

We want to be an inclusive Group where every single one of our members can fulfil their potential. Everyone plays their own part in creating this environment, and it's important that everyone understands what acceptable and unacceptable behaviour is. This policy explains the part everyone plays in ensuring there is an inclusive environment at 2nd Acomb (St. Stephen's) Scout Group.

Contents

Policy name.....	1
Purpose.....	1
Applies to.....	1
Summary.....	1
Contents	1
Version control	1
ABC Policy.....	1
Other headings	2

Version control

Version	Author	Role	Release date
1.0	Becky Lincoln	Group Scout Lead Volunteer	01 March 2022
2.0	Becky Lincoln	Group Scout Lead Volunteer	01 March 2023
3.0	Becky Lincoln	Group Scout Lead Volunteer	01 June 2023
4.0	Janet McPherson	Trustee	7 July 2025

Why is inclusion so important to us?

We really value the different perspectives and experiences of all our members. We're proud of our diverse members because every member has a unique viewpoint that helps us to innovate and understand.

We want all our Leaders and Young leaders to be role models for inclusive behaviours. This could be through listening to members experiences, being curious and asking questions in the right way or through more visible actions such as welcoming new members and taking the time to get to know them.

Language can have a big impact on others. We want all our members to speak and be spoken to respectfully. This means not using offensive or derogatory words to describe or speak to others.

What behaviour is not acceptable

We want all our members to be inclusive of everyone; young people, leaders, volunteers and members of the community and we will not accept or ignore unfair decisions or practices. We must be inclusive to everyone, and this means we do not accept the following behaviours.

Discrimination

Discrimination means treating a person unfairly because of who they are or because of certain characteristics. This might mean not giving someone a role or excluding them from a meeting because of who they are.

Bullying

Bullying is a form of harassment and can include offensive, intimidating, malicious or insulting behaviour, which can undermine, humiliate or injure the individual. Please also see the Anti-Bullying Policy for details on how the Group handles bullying.

Harassment

Harassment means unwanted, unreasonable or offensive behaviour that affects the dignity of all members of 2nd Acomb (St. Stephen's). It may be related to age, disability, race, religion, sexual orientation, gender reassignment, Traveller Community Status, Family status or any personal characteristics of the individual that makes people feel offended, humiliated, frightened or threatened.

Sexual harassment

Sexual harassment is when a person is subjected to unwanted conduct of a sexual nature.

Victimisation

Victimisation is when you are treated badly because you complained about discrimination or you supported someone else who had been discriminated against.

What are my responsibilities?

Inclusion is woven into our heritage, and it has always been a key value of Scouting. We believe that everyone should bring their whole selves to 2nd Acomb (St. Stephen's), this will enable them to do their best and reach their full potential.

We all have a responsibility for ensuring that everyone at 2nd Acomb (St. Stephen's) feels welcomed and valued. That means:

- Ensure your behaviour doesn't exclude others
- Understand and respect other people's point of view
- Challenge inappropriate behaviour when you see it

As an Adult Leader/Young Leader at 2nd Acomb (St. Stephen's) you play a key role in creating an inclusive environment. In addition to the responsibilities above, we also expect you to:

- Role Model inclusive behaviours
- Be inclusive in the decisions you make
- Call out behaviour that isn't inclusive

2nd Acomb (St. Stephen's) commitment is to:

- Uphold the fundamental values of the Scout Association in respect of Inclusion
- Work closely with parents/carers of our young people with additional needs to improve their Scouting experience
- Ensure leaders, who are all volunteers, have the support they need to provide an inclusive atmosphere
- Provide an inclusive environment for members and volunteers The Scout Association's Equal Opportunities Policy, as outlined in Scouts Equal Opportunities Policy
- The Scout Association's Equal Opportunities Policy, as outlined in Policy Organization and Rules (POR), the guiding document for all Scout Groups states the following:
 - The Scout Association is committed to extending Scouting, its Purpose and Method, to young people in all parts of society.
 - No young person should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:
 - Class or socio-economic status
 - Ethnic origin, nationality (or statelessness) or race
 - Gender (including gender re-assignment)
 - Sexual orientation
 - Marital or civil partnership status
 - Disability (including mental or physical ability)
 - Pregnancy
 - Political belief
 - Religion or belief (including the absence of belief)

All Members of the Movement should seek to practice that equality, especially in promoting access to Scouting for all young people. The Scout Association opposes all forms of prejudice and discrimination, including racism, sexism, and homophobia.

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 mean actions to enable young people with disabilities to access Scouting and Scouting activities, as far as reasonably possible, to the same level as young people without disabilities.

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, 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 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
- 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 or socio-economic status
 - Ethnic origin, nationality (or statelessness) or race
 - Gender (including gender reassignment)
 - Marital or civil partnership status
 - Sexual orientation
 - Disability (including mental or physical ability)
 - Political belief
 - Pregnancy
 - Religion or belief (including the absence of belief)

At 2nd Acomb (St. Stephen's) we are applying these policies in the following ways:

- Leaders will use resources, including the new starter pack and personal observation, to identify young people with additional needs.
- Parents and carers will be approached to help develop an individual plan 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 2nd Acomb St. Stephens Keeping our information safe policy.
- Sections, with the aid of the Group Scout Lead Volunteer (GSLV) 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.
- All sections will plan their programmes to take account of the needs of their young people and make reasonable adjustments to include all.
- 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 each section night and reviewed half termly.

- 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.
- The young person is given the choice as to which version of the promise they wish to make.
- Attendance to Church Parades and St George's day parade are optional for all members, we encourage full group participation at these events. Adjustments can be made to enable members to take part but not participate in the church service. Support from the child's parent/guardian maybe required to enable these adjustments to take place. The group ratio will dictate what support is required to enable these adjustments.
- Due consideration of the safety and welfare of young people and adults will be given to the maximum number of young people with additional needs per section.
- 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 2nd Acomb (St. Stephen's) to provide additional support this will of course be done. Note that 2nd Acomb (St. Stephen's) is not able to undertake financial responsibility for the provision of 1:1 care should it be required.
- We will continually review the hall environment to make physical improvements to accommodate additional needs.

Note that while 2nd Acomb (St Stephen's) shall exhaust every reasonable opportunity for inclusion of any child, and will endeavour to find another option if it is not possible for them to participate, there may be circumstances in which participation is not possible for specific people.

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

What should I do if I see inappropriate behaviour?

It's important that you feel confident and comfortable to challenge inappropriate behaviour.

You can tell any Adult Leader about any concerns that you have, and they will take the steps to investigate and solve the problem straight away.

We take cases of discrimination very seriously.

Note: "Sexual feelings directed towards children and/or sexual interest in children is a bar to an involvement in the Scout Movement." (Quoted text taken from POR chapter 2 Jan 2018 Version)