

The Safety Policy

It is the policy of The Scout Association to provide Scouting in a safe manner without risk to health, so far as is reasonably practicable.

The Association believes that this responsibility ranks equally with the other responsibilities incumbent upon those providing Scouting activities and functions.

It is the responsibility of all those involved in Scouting to seek, so far as is reasonably practicable, to ensure that:

- 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.

Rule 2.3 Responsibilities within the Safety Policy

- a. All persons involved with Scouting are responsible for the operation of the Association's Safety Policy.
- b. It is the responsibility of all persons to ensure that:
 - they do not endanger the health and safety of themselves or others;
 - they observe the rules established for the safety of those involved in Scouting activities.
- c. The District or County Commissioner, as appropriate, must be satisfied that all applicants for adult appointments are fully aware that they will be required by their personal example to implement the Association's Safety Policy.
- d. Counties should designate one or more Safety Co-ordinators.

They should have the responsibility of advising the County Commissioner and the County Executive Committee on the implementation of the Association's Safety Policy within the County and shall assist

District Commissioners in operating the policy.

- e. Group Scout Leaders must be satisfied that all those whom they invite to assist them in the work of the Scout Group are competent persons to carry out the tasks given to them and are aware of their responsibilities under the Association's Safety Policy.
- f. When District or County Commissioners do not renew, or when they cancel appointments because the holder has not acted in accordance with the Association's Safety Policy, they must inform the Records Manager at Headquarters, in writing, of the reasons for the termination of the appointment.
- g. Local responsibility for the management of the Safety Policy of the Association rests with the Chairman of the appropriate County, District or Group Executive Committee.

The Child Protection Policy

It is the policy of The Scout Association to safeguard the welfare of all Members by protecting them from neglect and from physical, sexual and emotional harm.

Accordingly The Scout Association is committed to:

- taking into account in all its considerations and activities the interests and well-being of young people;
- respecting the rights, wishes and feelings of the young people with whom it is working;
- taking all reasonable practicable steps to protect them from neglect, physical, sexual and emotional harm;
- promoting the welfare of young people and their protection within a relationship of trust.

Rule 2.4 Responsibilities within the Child Protection Policy

- a. All adults aged 18 or over within Scouting are responsible for the operation of the Association's Child Protection Policy.
- b. It is the responsibility of all adults to 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 under their care are appropriate.
- c. The 'Young People First' (yellow card) sets out a Code of Behaviour, which is essential for all adults in Scouting to follow. Adults who fail to implement the Code of Behaviour or procedures issued by Headquarters may have the matter drawn to the attention of the relevant Commissioner who must take appropriate disciplinary action.
 - d. Adults must not consume alcohol when they are directly responsible for young people on a Scouting activity and must not permit young people (aged under 18 years) to consume alcohol on Scouting activities. The Association issues further advice on Alcohol and Scouting, which is available from the Information Centre.
 - e. The use of illegal substances on Scouting activities is unacceptable and appropriate action should be taken where necessary by responsible Commissioners. Headquarters issues additional guidance on request.
 - f. Counties must designate one or more Safeguarding Awareness Co-ordinators, following consultation with Headquarters. They shall have the responsibility of advising the County Commissioner and the County Executive Committee on the implementation of the Association's Child Protection and Anti Bullying Policies within the County. They shall also have a specific remit for monitoring compliance with these policies within the County and reporting their findings to the County Executive Committee and Headquarters.
 - g. Safeguarding Awareness Co-ordinators shall provide general guidance to the various Districts and Groups in the counties to which they are appointed, but should not be involved in responding to allegations or suspicions of abuse.
 - h. The role of Safeguarding Awareness Co-ordinator must not be combined with an appointment as a Group Scout Leader or Commissioner in the same County.
 - i. The Head of Safeguarding at Headquarters is the Association's ultimate source of advice on all safeguarding matters, subject to any direction from the relevant sub Committee.
 - j. The District Commissioner or the County Commissioner, as appropriate, must be satisfied that all those whom they appoint are 'fit and proper' persons to carry out the responsibilities of the appointment.
- They must ensure that all applicants demonstrate an understanding of and a commitment to the principles and procedures supporting the Association's Child Protection Policy.
- k. Group Scout Leaders must be satisfied that all those whom they invite to assist them in the work of the Scout Group are 'fit and proper' persons to carry out the tasks to be given to them and are aware of their responsibilities under the Association's Child Protection Policy.
 - l. In cases where there is an allegation or suspicion of child abuse the District Commissioner or County Commissioner, as appropriate, must immediately take steps to ensure that no Scouting situation arises which could cause further concern and that no adult or youth Member is placed in a position which could cause further compromise.
To this end, suspension of membership may be necessary (see Chapter 15).
 - m. Headquarters may, from time to time, issue procedures detailing the reporting arrangements for suspicions or allegations of abuse. Group Scout Leaders and relevant Commissioners must follow these procedures.
 - n. The Safeguarding Team at Headquarters has a remit to advise Commissioners of the actions required in the event of a suspicion or allegation of abuse. The Head of Safeguarding may issue mandatory advice regarding the management of such situations.
 - o. Commissioners must consult the Safeguarding Team at Headquarters as soon as possible in the event of any incident, concern or allegation of abuse being made. In any event this must occur within 24 hours of the incident being reported.
 - p. Headquarters may appoint a situation manager to be responsible for the Association's response to any allegation or suspicion of abuse. Situation managers appointed by Headquarters shall have full powers to act.
 - q. Where urgent issues of child protection are involved the Chief Commissioner has the authority to suspend the membership of any adult or youth Member.
 - r. The suspending authority must ensure that the Records Manager at Headquarters is informed immediately.

- s. When District or County Commissioners do not renew, or when they cancel appointments because the holder has not acted in accordance with the Association's Child Protection Policy, or has breached the code of behaviour, set out in the *Young People First* guidelines, they must inform the Records Manager at Headquarters in writing of the reasons for the termination of the appointment.
- t. Nothing in the rules of the Association, or any guidance produced by it, may be construed as permitting an adult to take a young person away on an activity alone. No activity may take place where only one adult and one young person are present.

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 Nations 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.

Rule 2.5 Responsibility within the Anti-Bullying Policy

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:

- be aware of the potential problems bullying may cause;
- be alert to 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/Section has a published anti-bullying code.

Note: Support material in the form of a guide and poster is available from the Scout Information Centre

Development Policy

Subject to the Rules governing age ranges and mixed membership the Scout Movement is open to all young people of whatever background.

The Scout Association recognises, however, that access to Scouting is not equally available to all groups and communities across society as a whole.

The Operations sub-Committee of the Trustee Board and the Regional Development Service at Headquarters support the Movement in its work in making Scouting available to all.

In particular, through the use of innovation and experiment, it supports local Scouting in meeting the needs of young people in areas of urban disadvantage or priority, in highly rural areas, and among the minority ethnic communities.

It also works in collaboration with other agencies to support those disadvantaged young people who might benefit from its programme and ethos, and who may never become full Members of the Movement.

The Regional Development Service supports local Scouting in a number of different ways:

- through the production and distribution of development material;
- through the sharing of experience and models of good practice;
- through support and advice from Headquarters staff, volunteer and professional;
- through recommendations to the National Development Grants Board for financial support.

Those seeking help in this field should contact the Regional Development Service at Headquarters in the first instance.

[Whilst Regional Development Managers and Officers support the development of Scouting in England, the Assistant Director responsible for Development works closely with Scottish Headquarters, the Welsh Scout Council and the Northern Ireland Scout Council on development matters.]