

Barlaston & Tittensor Scout Group

Equal Opportunities Policy

In respect of Young People

The Group is part of The Scout Association, a worldwide educational youth movement. The values, which underpin and inspire its work are embodied in the Scout Promise and Law and in the Purpose of the Scout Association.

Within this framework, the Group is committed to equality of opportunity for all young people.

Accordingly:

- a. The Group 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 group should seek to practise equality, especially in promoting equal access to Scouting for all young people. The Group opposes all forms of prejudice and discrimination, including racism, sexism, homophobia, biphobia and transphobia. The Group, as independent charity, has 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 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.

Section Flexibility

1. Integrated sections

- i. An Integrated Section may consist of Beaver Scouts and/or Cub Scouts and/or Scouts, who work together as one Section.

Note: an integrated Beaver Scout / Cub Scout section should not meet for more than two hours.

- ii. Members of Integrated Sections take part in a Balanced Programme, make the Promise and wear the uniform appropriate to their Sectional age group.
- iii. The operation of Integrated Sections must follow the guidelines available from the Scout Information Centre.

2. Flexibility for Individual Members

- i. It is important that young people are seen as individuals and that they are regarded equally whatever their abilities or disabilities.
- ii. It is the duty of the Group to make reasonable adjustments to support the full participation of young people with additional needs, disabilities or life-limiting conditions.
- iii. The Group can request guidance from a network of volunteers supporting inclusion within Districts, Counties (Areas or Regions) and Countries, and from UK Headquarters.
- iv. Reasonable adjustments should respond to the needs of the individual and aim to remove any barriers or support access, by adapting;
 - Physical features (eg. the meeting place)

- The way things are done (eg. age ranges, the Programme, routines)
 - Support provided (eg. equipment, adapting communication, level of support)
- v. What is reasonable for the Group is dependent upon the effectiveness of the adjustment, whether it can actually be done, the cost and the resources of the Group at that time.
- vi. Making reasonable adjustments is an on-going duty and should be regularly reviewed.
- vii. Permitting a young person with additional needs to be in a Section outside of the core age range may enable the individual to access Scouting. Where appropriate, this recommendation should be made in consultation with the primary caregiver, Section Leaders, Group Lead Volunteer and local Inclusion appointments, and should be approved by the District Lead Volunteer. Under no circumstances can anyone aged 18 years or over, regardless of ability, remain in Beaver Scout Colony, Cub Scout Pack Scout Troop or Explorer Scout Unit.
- viii. The Group should seek guidance from Headquarters regarding reasonable adjustments disputes and allegations of discrimination.

Further information about equalities legislation and Scouting is available via the members area of the Scouts website www.scouts.org.uk

Note: With reference to sex and gender, membership of the youth Sections of the Scout Association is open to boys and girls, and young women and young men of the appropriate ages subject to the Mixed Membership rule below.

Mixed Membership

1. B & T Scout Group is open to mixed male and female membership. There are no *special situations* (see below) that would make a single sex group acceptable.

Single sex Sections may exist within the Group provided that membership is available for both sexes across all Sections within that Group.

2. Special situations are defined as being where:

- there are cultural or religious requirements for single sex working;
- Scouting is offered in a single sex institution (e.g. school, young offenders institute) through a closed Scout Group);
- a specialist single sex provision is required to meet a clearly identified educational need (e.g. Scouting for young mothers).

The decision whether the Groups may become an exception to the mixed membership policy is made by the District Lead Volunteer in consultation with the County Lead Volunteer.

In respect of Leaders and other volunteers

To carry out its work the Group 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 fully accept 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 Scout Association.

Accordingly, all those whom the Group accepts as volunteers must be appropriate persons to undertake the duties of the particular position to which they have been appointed 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; 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

Note: Sexual feelings directed towards children and/or a sexual interest in children is a bar to any involvement in the Group.

Responsibilities within the Equal Opportunities Policy

All adults in the Group have a responsibility for the operation of the Group's Equal Opportunities Policy. The Group, as an independent charity, has a duty to comply with relevant equalities legislation.

- a. The District Lead Volunteer must be satisfied that all applicants for Group Lead Volunteer appointment are fully aware that they will be required by their personal example to operate the Scout Association's Equal Opportunities Policy and support the Groups to comply with their policy and other relevant equalities legislation.
- b. The Group Lead Volunteer must be satisfied that all those whom they invite to assist them in the work of the Group will comply with relevant equalities legislation and uphold the Group and Association's Equal Opportunities Policy by the personal example that they set before the Members in the Group.
- c. Stone District's Appointment Advisory Committees are required to operate the Scout Association's Equal Opportunities Policy and comply with relevant equalities legislation in their work.

- d. Stone District Trustee Board must be satisfied that all applicants for appointments in their gift are fully aware that they will be required by their personal example to operate the Association's Equal Opportunities Policy and support Groups to comply with their policy and other relevant equalities legislation.

Further information about equalities legislation and Scouting is available via the members area of the Scout website www.scouts.org.uk

B & T Scout Group's Equal Opportunities policy, in general, aims to closely reflect and sit comfortably within the framework of The Scout Association's Equal Opportunities Policy.

Version 2024