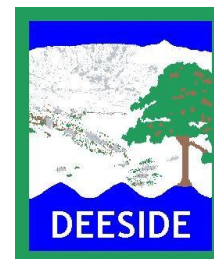


## Module 7

# Scouting for All

## A Review of the Module

Module 7 provides an introduction to equal opportunities and practical advice about how to make Scouting inclusive.



adult training

### Key Objectives

There are nine objectives for this module.

1. Implement the Equal Opportunities Policy and Religious Policy of The Scout Association.
2. Recall the definitions of diversity, inclusion and other related terms, as relevant to The Scout Association.
3. Consider your own beliefs and values.
4. Explain the benefits of having a diverse organisation.
5. Identify potential barriers to achieving diversity and inclusion and describe some solutions.
6. Demonstrate an understanding that Scouting is available to all young people, regardless of their needs.
7. Explain your role in making Scouting a diverse and inclusive organisation.
8. State the information, advice and support that is available to help promote and achieve greater diversity and inclusion.
9. Plan actions to develop inclusive Scouting in your section or community.

### Resources

- The Promise (FS322016)
- Scouting's Equal Opportunities Policy, Religious Policy (POR, chapter 2)
- [Inclusion Matters Video](#)
- [Scouting speaks to all: a leader's guide to speech, language and communication needs](#)
- [Rise to the challenge: Exploring Spiritual Development in Scouting](#)
- [Vision 2018](#)
- [Scouts.org.uk/Member Resources/Scouting for All/](http://Scouts.org.uk/MemberResources/ScoutingforAll/)
- Module 7 Workbook (in /Training/Learners/Resources/Module 7), including:
  - Policy and approach
  - Section support
  - Additional needs directory

#### How to use this review sheet:

- This sheet is NOT an alternative to Module 7 training.
- It can be used by Training Advisers to help decide if training is required.
- It can be used as a review for those who have attended or completed Module 7 training.

December 2009



### Validation Criteria

To validate this module the learner will need to complete ONE of the following:

Outline the Equal Opportunities Policy and explain how you are making Scouting a diverse and inclusive organisation by completing one of the following tasks:  
Show evidence of how you are making Scouting accessible to one or more of the following:

- a. Those with additional needs
  - b. Girls and young women
  - c. Those of minority ethnic communities
  - d. Those of a variety of religious backgrounds
  - e. Those of a variety of socio-economic backgrounds
2. Any other ideas, subject to agreement with a Training Adviser.

## Scouting for All

**1. Diversity** is often taken to mean the differences in the values, attitudes, cultural perspective, beliefs, ethnic background, sexual orientation, ability or disability, skills, knowledge, age and life experiences of each individual in any group of people. Valuing diversity refers to developing an accessible and inclusive environment where everyone feels welcome and valued and can contribute to their fullest potential.

**2. Inclusion** means embracing all people irrespective of age, gender, ethnicity, sexual orientation, disability, medical or other need. It refers to processes aiming to remove the barriers and factors which lead to exclusion, isolation and lack of opportunity.

**3. Equality** is the recognition that everyone has different backgrounds and needs that should be valued so that people have an equal opportunity to access services and can contribute fully.

### Why diversity is important in Scouting

- a more varied skill set (which will help split up tasks amongst volunteers)
- greater range of views and experiences
- different and exciting programme ideas
- links to Fundamentals of Scouting – support young people to develop to their full potential
- to help ensure Scouting is still relevant to today's society
- allows more people to enjoy Scouting
- to help overcome prejudices, through meeting new people

### Barriers to Diversity and Inclusion:

Lack of flexibility in attitude  
Narrow-mindedness of Members  
Facilities  
Perceptions of Scouting  
Lack of accessibility to the programme  
Financial constraints

## Scouting's Vision for 2018

### Scouting in 2018 will:

- make a positive impact in our communities
- prepare young people to be active citizens
- embrace and contribute to social change

### Scouting in 2018 will be:

- shaped by young people in partnership with adults
- enjoyed by more young people and more adult volunteers
- as diverse as the communities in which we live

### Members of Scouting in 2018 will feel:

- empowered
- valued
- proud

### Scouting's Equal Opportunities Policy:

- The Scout Association is committed to extending Scouting, its Purpose and Method to young people in all parts of society.
- No young person or person volunteering their services should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:
  - class;
  - ethnic origin, nationality (or statelessness) or race;
  - gender;
  - marital or sexual status;
  - mental or physical ability;
  - political or religious belief.
- In addition, no adult in Scouting should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:
  - age
- All Members of the Movement should seek to practise that equality, especially in promoting access to Scouting for young people in all parts of society. The Scout Association opposes all forms of racism.

*Note: Paedophilia is a bar to any involvement in the Scout Movement.*

### Scouting's Religious Policy

The Scout Movement includes Members of many different forms of religion. The following policy has received the approval of the heads of the leading religious bodies in the United Kingdom.

All Members of the Movement are encouraged to:

- make every effort to progress in the 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.

### Iceberg Theory of Culture

**On the surface** – things that may appear obvious when you meet a person... age, appearance, gender.

**Beneath the surface** – things that make up a person or community's identity that may not be obvious... emotions, sexual orientation, personal space, concept of beauty, definition of sin, belief, concept of themselves.



**Why do we have stereotypes and make assumptions?**

- ignorance
- fear
- lack of understanding
- intolerance

### Additional Needs:

Some examples of additional needs are:

- autistic spectrum disorders (ASD)
- attention deficit hyperactivity disorder (ADHD)
- learning difficulties
- physical disabilities
- sensory impairments
- speech, language and communication needs
- medical needs

### Supporting Organisations:

- Mencap – learning difficulties
- Mind – mental health charity
- National Autistic Society
- National Deaf Children's society
- RNIB – Royal National Institute of Blind People
- Contact a Family directory

### Scouting Support:

ADC (Special Needs)  
Module 36: Special Needs  
Member's Resources and Factsheets

### U.K. Law: The Equality Act (2010)

The act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment. The protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

**The act requires us to make "reasonable adjustments" to include everyone in Scouting.**