

Equal Opportunities Policy

In accordance with Scout POR, 7th Elland Scout Group adheres to the Equal Opportunities Policy set out by the UK Scout Association. For convenience, a copy of this policy is reproduced below. Any future updates made at a national level will be considered to take effect immediately; however, this document may not be amended to reflect such changes until it has undergone our policy review process by the Trustee Board. To check the latest version of this policy, please visit scouts.org.uk.

2a.3.1 Young People

2a.3.1.1 Scouts' Values and Foundations

The Scout Association is a member organisation of the World Organization of Scout Movements (WOSM), 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. See POR Chapter 1.

2a. 3.1.2 Equality of Opportunity for All Young People

Within this framework, The Scout Association is committed to equality of opportunity for all young people.

The Scout Association is committed to extending Scouts, its Purpose and Method to young people in all parts of society.

2a.3.1.3 Protected characteristics and non-discrimination

No young person should receive less favourable treatment on the basis of, or suffer disadvantage or harassment or discrimination by reason of:

- class or socio-economic status
- ethnic or national origin, nationality, 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

2a.3.1.4 Practicing equality in Scouts

All members of The Scout Association are expected to seek to practice equality, especially in promoting equal access to Scouts for all young people.

The Scout Association opposes all forms of prejudice and discrimination, including racism, sexism, homophobia, biphobia and transphobia. All Groups, Districts and Counties, as separate 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 Scouts.

2a.3.1.5 Further Guidance

See further information about [equity, diversity and inclusion](#).

2a.3.3 Volunteers

2a.3.3.1 Inclusive Volunteer Appointments

To carry out its work, The Scout Association seeks to appoint effective and appropriate volunteers, 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.

2a.3.3.2 Safety and safeguarding of young people is key

The overriding considerations in making all appointments in Scouts must be the safety and security of young people, and their continued development in accordance with the Purpose and Values of The Scout Association.

2a.3.3.3 Appointing suitable adults

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 (see POR 4.4.6) and, where appropriate, the responsibilities of membership.

2a.3.3.4 Open recruitment

In recruitment and joining processes, volunteers must be clear that all 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.

2a.3.3.5 Recognising genuine occupational requirements

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.

2a.3.3.6 Safeguarding competence

The ability of all volunteers to understand and implement the Scouts' safeguarding policies and procedures, as set out in POR 2a.6, is an essential requirement.

2a.3.3.7 No discrimination in adult appointments

Within the constraints in POR 2a.3.3.1 to 2a.3.3.6, 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 must 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, 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
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2a.3.4 Responsibilities within the Equal Opportunities Policy

2a.3.4.1 Responsibilities across Scouts

All volunteers in Scouts have a responsibility for the operation of The Scout Association's Equal Opportunities Policy.

All Groups, Districts and Counties, as separate charities within Scouts' federation of charities, have a duty to comply with relevant equalities legislation.

2a.3.4.2 Lead Volunteer and Team Leader responsibilities

- a. The Group Lead Volunteer, District Lead Volunteer or the County Lead Volunteer (^[N] Country), as appropriate, must be satisfied that all applicants for volunteer appointments are fully aware that they will be required by their personal example to operate The Scout Association's Equal Opportunities Policy and to support Groups, Districts and Counties to comply with relevant equalities legislation.
- b. The District Lead Volunteer or the County Lead Volunteer (^[N] Country Lead Volunteer), as appropriate, must also be satisfied that all those whom they invite to assist them in other ways in the work of the District or County are upholding The Scout Association's Equal Opportunities Policy by the personal example that they set before Scouts in the District or County as the case may be.
- c. Group Lead Volunteers 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 Scout Association's Equal Opportunities Policy by the personal example that they set before Scouts in the Group.
- d. 14-24 Team Leaders must be satisfied that all those whom they invite to assist them in the work of the Explorer Units will comply with relevant equalities legislation and uphold The Scout Association's Equal Opportunities Policy by the personal example that they set before Explorers and Scout Network members in the District.

2a.3.4.3 Recruitment responsibilities

All volunteers involved in the recruitment and appointment of volunteers are required to operate The Scout Association's Equal Opportunities Policy and comply with relevant equalities legislation in their work.

2a.3.4.4 Trustee Board oversight

The Group, District or County Trustee Board, as appropriate, must be satisfied that all applicants for appointments they make are fully aware that they will be required by their personal example to operate The Scout Association's Equal Opportunities Policy and to support Groups to comply with relevant equalities legislation.

2a.3.4.5 Further Guidance

See further information about [equity, diversity and inclusion](#).