

Management Bulletin

September 2018

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Introduction

As the current Board of Directors / National Management Committee are soon to handover to an entirely new Board of Directors we felt that it would be fitting to update the membership on items of note since January 2018.

I have endeavoured to cover as many topics as possible and I hope that you find them useful and informative.

The updates in this bulletin regarding Scouting Ireland's Safeguarding Action Plan and Jillian Van Turnhout's recommendations, formed the basis for the submission to the Department of Children and Youth Affairs; which was submitted to the department on Monday last, 24th September. Whilst the interim report to the Department was not ready for submission on Saturday 22nd September 2018 (Board Meeting); it was shared with members of the Crisis Management Team on Sunday 23rd September in final draft format for comments and amendments. The final adjustments were made to the interim report on Monday morning of 24th September 2018 and then submitted to the Department. The final report was shared with the Board on Monday evening. There was nothing in this report that has not already been shared or cannot be shared with the membership; therefore, I have included the updated safeguarding action plan and an update to Jillian Van Turnhout's recommendations in this bulletin.

Since writing this update other issues have arisen for Scouting Ireland and these will be covered in separate communications, some of which have already been circulated.

Yours in Scouting

Annette

Annette Byrne

National Treasurer / Interim Chair of the Board

Operations

National Scout Centres

Continuous investment in our National Scout Centres has seen upgrades in infrastructure, programme opportunities and indoor accommodation. As well as any surplus made by the Scout Centres being reinvested, funding has also come from central reserves and the Maryville Fund. A tailored booking system, has been piloted in Larch Hill and has proved very successful in the management of bookings and income. Cinolla is now also fully operational in Mount Melleray and Castlesaunderson National Scout Centres.

Larch Hill

Up to €1 million has been invested in Larch Hill, specifically in the upgrade of Larch Hill House. The House has increased indoor accommodation to a very high standard. The main rooms have been designed for multi-purpose use and a high spec kitchen has also been installed. Bookings for Larch Hill House have been exceptional, and the house is almost fully booked into 2019.

The success of the tented village has enabled the centre to reinvest in new tented accommodation and new equipment. The adirondack shelters have also been well received and additional shelters will be added to the village area. In the village area a new log cabin has been added to facilitate the campsite manager's office and there is also a new nature hut in the village.

The Meitheal Teams have done an amazing job on landscaping and upgrading the campfire circle, which has further enhanced the programme opportunities on the site.

Mount Melleray

Mount Melleray continues to invest and improve the facilities in the centre. The roof and guttering have been maintained and repaired as part of a major refurbishment project. The addition of a self-catering kitchen has given Scout Groups the opportunity to design their own programme in the centre.

Significant investment in the fire and alarm system will take place over the coming months, ensuring compliance with all safety requirements. Work has also been completed indoors with many of the dorms being plastered and painted to a very high standard. The heating system has also been upgraded and zoned which ensures value for money.

Killaloe

With thanks to investment of €170,000 from the Maryville fund, €50,000 from Dept. of Children and Youth Affairs Capital Grant Schemel and an interest free loan from Scouting Ireland reserves of €50,000; the building refurbishment project at Killaloe has been completed. Sincere thanks go to the volunteer team at Killaloe, The Foundation Team, Quartermaster and Logistics Team, Damien O Sullivan, Noel Leahy and Liam Ryan (architect). The teams worked tirelessly to ensure that the building would meet the needs of a water activity centre and would be built within a very tight budget.

It had been envisaged that the project would be completed by the end of 2016 / early 2017 however, due to building costs the original plans had to be revised and submitted for planning. The Capex Committee worked with the Campsites and Facilities Manager to ensure that a

comprehensive and robust tender document was prepared and put out. There were some difficulties getting a company to complete the project within budget and this process took a number of months.

University of Limerick, who have an adventure centre next door to Killaloe Scout Centre, expressed interest in renting / leasing the accommodation to extend their activity offering. The National Management Committee discussed the pros and cons of working with University of Limerick and came to the conclusion that we needed to be in a position whereby the centre would be able to cover its costs and make a surplus for reinvestment. Scouting Ireland were not in a position to employ a campsite manager in Killaloe and kit it out with all the equipment required. Therefore it made sense to work with UL so that we would gain an income for the centre and also provide water activities at a preferential rate for Scout Groups.

Lough Dan

Lough Dan - the ECO warrior of Scouting Ireland- continues to nurture, grow and develop interesting, interactive eco-friendly programme activities for all ages. Innovative and interesting programmes are drawn from the beautiful surroundings of the site. From rafting to stargazing, Lough Dan promotes and appreciation of our surroundings and living in harmony with our surroundings.

Castle Saunderson

The coffee dock in Castle Saunderson brings a new vibrancy to the centre and has quickly become a hub for networking and catching up. A revamp of the bathrooms and bedrooms has added a warmth to the accommodation that is inviting and comfortable. New breakout rooms for training have proved successful and the outdoor improvements have been of huge benefit for skills training.

Operation Lelievlet

Preamble

Operation Lelievlet is a government funded initiative that engages young people in the learning and transfer of skills. Skills such as design, welding, sheet metal work etc. as well as soft skills like communication, teamwork and personal development are the focus of this project.

A by-product of this initiative is the production of Lelievlet Boats.

Completed to date

To date the number of completed Lelievlet boats is 6. They are currently in the workshop space in Limerick. There is also a substantial amount of other equipment and steel to build 5 more boats.

Next Steps

Unfortunately as dispute has arisen with the provider of the workshop and the initiative has been suspended for now. This dispute now rests with our solicitors who are seeking the return of all equipment. When this is resolved the boats and equipment will be placed under the care of the National Quartermaster.

The current Lelievlets in Killaloe have been lifted from the site to be repaired and refurbished with new masts and sails. These boats will now also fall under the care of the national Quartermaster

Provincial Offices

North

The Provincial Office in the Northern Province is located in Belfast. The Scout Foundation Northern Ireland provides funding for this office and the staff based there.

North East

In the North Eastern Province the office is located in Howth Scout Den. There is parking and meeting space available.

South

Kilcully Scout Centre hosts the Southern Provincial Office. Parking and meeting facilities are at the discretion of The Management of Kilcully Scout Centre

South East

The South Eastern Province has an office based in Naas, Co Kildare. There are no parking or meeting facilities.

West

The provincial office in the Western Province has been located in Galway for the past number of years. There are no meeting facilities, parking is available.

Dublin

The Sandymount area in Dublin is where the Dublin Provincial office is located in the 21st Dublin Scout Den. Parking and meeting facilities are limited.

Recruitment

It is evident that Scouting Ireland is under resourced from a staffing perspective, not only has it been difficult to recruit new positions but filling vacant positions has been equally challenging. In the main this is due to a buoyant employees market and is also very much influenced by the stability of funding. Uncertainty around funding from the Department of Children and Youth Affairs has had a significant impact on our ability to recruit.

Since February 2018 Scouting Ireland has endeavoured to recruit a campsite manager, support officers, safeguarding coordinator and project manager.

Safeguarding Manager

The role of Safeguarding coordinator was advertised in the first quarter of 2018. There was little interest in the position. On reviewing external recommendations, a decision was taken by the Board of Directors to recruit a Safeguarding Manager who would report directly to the Board of Directors. Scouting Ireland has currently engaged Ian Elliot as interim Safeguarding Manager, Ian will assist with the recruitment of a full time permanent Safeguarding Manager as soon as funding allows.

The role profile of the Safeguarding Manager is in development.

Support Staff

Recruitment for support staff has taken place in order to fill vacancies in the Dublin and Western Scout Provinces. There was very little interest in these positions and the significant change in circumstances around our funding resulted in the recruitment process stalling. Recruitment will recommence as soon as funding allows, and we will encourage the previous candidates to resubmit an application.

Events

Despite a very difficult year for Scouting Ireland particularly from a funding perspective, national and international events took place as planned. Due to funding restrictions we were unable to fund events etc. up front and relied on participants making payment in good time in order to ensure that the event went ahead. The Programme Commissioners and Event Planning Teams managed to facilitate many exhilarating and once in a lifetime opportunities for young people despite the restrictions on funding.

Jambo Rí 2018

Stradbally, Co. Laois was the place to be in July 2018! An array of diverse and challenging programme zones along with sub camp programme activities turned the tranquil setting of Stradbally Hall into a hive of activity, fun and adventure for over 5,000 young people. Many Scout Troops from overseas joined in the fun and adventure - from neighbours in Europe to scouts who came from "down under" - language was never a barrier as the old saying goes "action speaks louder than words" and the programme was most certainly action packed!

Cub Challenge 2018

2018 Cub Challenge took place in Kilcully, Co Cork. Teams from all over the country took part in the weekend of challenges. Teamwork, participation and FUN are the key elements of Cub Challenge and this year was no exception! New friendships forged, new songs learned and above all memories that will last a lifetime.

Roverway 2018

A strong contingent travelled to the Netherlands to continue the Scouting Ireland tradition of attending Roverway – a tailored European event for Ventures and Rovers. 67 members of Scouting Ireland took part in the event which culminated in an after camp in Berlin. Initial reports note that this was a very successful event and enjoyed by all – despite the 30 degrees heat!

The Phoenix Challenge 2018

Pallaskenry was host to over 80 teams who took part in Phoenix 2018. Only a couple of weeks after Jambori it seems that 2018 was a very busy year for some Scouts! The teams who worked on the Jambori were also involved in the Phoenix and as usual provided excellent facilities for all who attended Phoenix.

Moot 2021

The Moot Advance Planning team made fantastic inroads into the foundation element of Moot 2021 preparations. Iceland, hosts of the last world scout moot, met with teams from Scouting Ireland early in 2018 in order to share lessons learned and offer tips and advice. This was a very successful weekend and helped to map out a strategy for the next phase of planning.

An open call for Moot 2021 Camp Chief was put out in February 2018, application for this role were considerably low, however interviews were held and the advance planning team proposed a candidate to the Activities Oversight Committee. The terms of the proposal were that a support structure should be put in place to work with the camp chief in order to ensure delivery of a successful event.

As the advertised Terms of Reference Camp Chief Moot 2021 had not been formally approved by the Board of Directors, consideration was given to amending the Terms of Reference and to attach a support structure to assist the Camp Chief in carrying out their function. It is envisaged that the Terms of Reference and Support Structure will form the basis / be a template for all other Camp Chief positions into the future. The Terms of reference for Camp Chief and the support structure were approved by the National Management Committee on 22nd September 2018.

Meanwhile, a core team, which includes members of the foundation team who are handing over their element of the project, has been working on budgets, facilities and marketing. A budget and overview presentation will be made to the World Scout Committee on 6th October after which an official launch will take place. As with other positions the recruitment of a Moot Director has been put on hold pending confirmation of funding, in the interim Collie Kavanagh is the acting moot director.

We are currently using the monies that we received for salary of the moot director to fund the run up to the moot. We might also have to supplement this as we near the event. Once we are in a new space we can seek additional grants and supports from government.

Fire Safety

The Risk Management Advisory Team in conjunction with the Audit and Risk Management Sub Committee of the Board, have been working on developing guidelines for safety in our dens and meeting places. A series of booklets will be published on the Scouting Ireland website shortly that will assist Scouters in ensuring that meeting places are as safe as possible.

The RMAT have also been working with the Training Commissioner to develop a training workshop. A number of trainers took part in fire warden training during the summer of 2018 and it is envisaged that a fire safety workshop will be rolled out to Scout Groups in the very near future.

Handover Items

It is reasonable to say that the Board of Directors will have several items that will form part of a handover to the newly elected Board should the governance proposals be approved by the membership. Matters pertaining to staff of Scouting Ireland will form part of that handover. Equally too the matter of contracts (new or existing) for a range of services, etc.... including planned projects.

Noted below are just some of the main items that require handover:

Budgets

Currently Scouting Ireland operates a three year budget cycle, in other words we will always have an approved budget for the current year and the following two years. The budget structure will have to change to suit the departmental approach on the approval of the governance proposals. Moving to a departmental budgeting and reporting structure will lend clearer transparency on where funds are allocated and how they are spent - this is due to the fact that interdepartmental allocations can be applied therefore giving a true value of spend in each department.

Legal Cases

There are a number of legal cases pending for which Scouting Ireland has made accruals and provisions for. The Board will need to be briefed on the specific accruals etc. so that they have an understanding of the risk.

Safeguarding

An understanding of Safeguarding

It is important to appreciate the differences between Child Protection and Safeguarding. As the practice of protecting vulnerable young people in society has developed, so has our understanding and the terminology has also changed. Child protection is a term that refers to the application of agreed policies and procedures to be followed when it has been discovered that a young person has been harmed or is at significant risk of being harmed. It covers the actions that need to be taken, by whom, and when, to protect a specific child. Safeguarding, on the other hand, is a term that refers to the ways in which an organisation or community reduces or eliminates risk to young people within the group. It includes actions that are taken before any risk is identified to any specific child. Child Protection may be thought of as being encompassed within Safeguarding which is wider in its scope.

Ian Elliott Safeguarding Recommendations

1. Scouting Ireland should create an effective, comprehensive, safeguarding structure and policy framework, along with a means of monitoring compliance with those safeguarding policies, as a matter of priority.
2. Instances of bad practice that are brought to light and are contrary to the values enshrined in the Scouts promise should be critically examined, with a view to instigating appropriate sanctions against those who perpetrated them.
3. Gaps that exist in the policy and guidance framework for Scouting Ireland, should be addressed as a matter of priority. This should be done to ensure that the organisation in the Republic of Ireland is in a position where it can comply with the requirements of 'Children First'
4. Appropriate office accommodation should be prioritized for those engaged in the management of safeguarding cases, to reflect the commitment that exists in the organisation to maintaining appropriate confidentiality, and high practice standards in its work.
5. Scouting Ireland should ensure that safeguarding advice and standards is readily available across the entire Island and not only from the National Office.
6. Scouting Ireland should consider creating a dedicated website for the distribution of safeguarding information to the organisation.

7. Scouting Ireland should create policies and guidance material aimed at supporting vulnerable adults who wish to participate in Scouting activities.
8. New volunteers to Scouting Ireland should be assessed through interview and through the successful completion of a year's probationary period, prior to full acceptance to membership of the organisation
9. The case records relating to the management of allegations should be coherent and comprehensive in terms of their content. Senior volunteers who are involved in the cases should provide a record of all key interviews that they undertook in the case. Failure to do so should be regarded as grossly negligent, leading to possible disciplinary action.
10. Scouting Ireland should define and accept a clear disciplinary code for all volunteers as a matter of priority.
11. All staff engaged in safeguarding in Scouting Ireland should be subject to annual appraisals on a line management basis.
12. The Chief Executive Officer is the responsible employee for the delivery of an effective safeguarding service in Scouting Ireland. They should be supported in this task by the recruitment of experienced and qualified staff, filling roles, defined and approved by the Board.
13. The Chief Executive Officer will be required to provide a monthly briefing to the Board of Scouting Ireland, and safeguarding should be a standing item on the agenda of all Board Meetings.
14. Policies and guidance should be produced which defines the use of social media by adult volunteers, when engaging with individual Scouts.
15. 'Suspension without prejudice' should be adopted as the standard mechanism for creating a means by which allegations or expressions of concern raised against adult volunteers can be assessed.
16. Past cases of alleged abuse should be re-examined as a matter of priority regarding determining whether current risk to individuals or to the organisation, are associated with the management of that case
17. Independent critical scrutiny of practice in the field of safeguarding in Scouting Ireland should be commissioned on a regular basis and the results of that scrutiny shared with and considered by the Board of the organisation.

18. There should be an external independent review of safeguarding practice on a bi-annual basis.
19. Consideration of further development of training in the safeguarding area
20. Scouting Ireland should consider a communications plan around the issues of safeguarding including periodic reports.

Policy and Procedure

The development of policy and procedure is ongoing. There is an aim to make it comprehensive but also to simplify it. Gaps that need to be addressed relate to the management of volunteers who display behaviour that is a source of concern from a safeguarding perspective. The introduction of a disciplinary policy is being implemented and will greatly help in this regard.

Safeguarding Action Plan

No.#	Task	Action	Follow Up Time & Detail	Elliott Report#	JVT Report #	Completed On
1	Safeguarding Budget - Total cost to include capital & annual operational costs	Review actual spend to date & allocate funding to Safeguarding budget in order to deliver on recommendations from IE	Budget developed – reallocation of HR budget to cover SG costs			Mar 2018
2	Secure Office & Filing Cabinets in Larch Hill & SFNI	<ul style="list-style-type: none"> a) Cost up refit of programme room in Larch Hill (noting that this room is used by volunteers & staff as a meeting room b) Consider and cost converting a space within Millennium Building to accommodate Safeguarding office 	<p>Capex Approved and ordered – will be in situ by end April 18 in SFNI & Larch Hill Offices. Files consolidated in cabinets a single locked office in Millennium Building.</p> <p>As part of the Millennium Building refit a separate SG office will be worked into the plans. In the interim the CEO's office is being used as the SG office.</p>	#4	SG3	Apr 2018
3	Letter of Engagement for IE	Prepare a letter of engagement for IE to include indemnity & legal and external assistance as well as a provision for termination of engagement			SG1 SG5	July 2017

No.#	Task	Action	Follow Up Time & Detail	Elliott Report#	JVT Report #	Completed On
4	Communications Agreement	Agree who should be communicated with in regards to the safeguarding plan of action and when reports should be made available SG update report to be standing item on BOD agenda	National Secretary is responsible for communicating the SG plan and the CEO is responsible for media enquiries working with the Communications Commissioner.	#19	SG2 SG5	In place since April 2018

No.#	Task	Action	Follow Up Time & Detail	Elliott Report#	JVT Report #	Completed On
5	Case Study	Final case study report to be issued and any further recommendations to be acted on	Access to report is limited due to confidentiality issues			
6	Historic Case Reviews	274 cases to be reviewed – suggest that a toll gate check is put in place at the #50, #100 etc. in order to update financial risk register and inform solicitors if required	IE recommends to have current structures revised and working and then commence historic case review	#16		Commenced June 2018 – On going.
7	Investigation of critical case review	External investigation into alleged lobbying to commence by barrister.	Report now due by 30 th May 2018 – late starting due to amendment of critical case review.			In progress
8	Risk Register	Risk assessment & adjustments for legal accruals to be updated as case review reaches check points	This is an ongoing task as and when checkpoint are reached on case reviews.			In place under the Audit and Risk Committee a sub-committee of the board of directors.

No.#	Task	Action	Follow Up Time & Detail	Elliott Report#	JVT Report #	Completed On
9	Staff Deployment	Staff allocation to include sessional experts to be costed and applied to the annual operational costs	Staff have been deployed to support the Safeguarding Team. 13.04.18 Safeguarding officer role was advertised. This recruitment of additional Safeguarding staff is on hold pending restoration of funding. The Role will be advertised as "Safeguarding Manager"	#12	SG4	May 2018
10	10.1 Safeguarding Structure	Review current structure and compare to similar organisations Adherence to legislation Prepare revised structure Approval and sign off.	This review is complete and the structure has been developed however it cannot be deployed until funding is restored. Please see Appendix 3 for Structure. On hold pending restoration of funding.	#1	SG5	
	10.2 Safeguarding Training	Ensure that our best-in-class standard of Safeguarding Training is maintained through continual review and is updated as necessary to reflect any change in legislation and improved practice.	Continual review. A Safe From Harm online training module which all adult volunteers must take pre every large event. Enforcement of our Vetting policy.	#1	SG5	Ongoing

No.#	Task	Action	Follow Up Time & Detail	Elliott Report#	JVT Report #	Completed On
11	Safeguarding policy framework	Review current policies Compare to similar organisations Adherence to legislation Prepare revised policies and link to safeguarding structure Approval and sign off Ensure that training modules are updated to reflect change and to include all SI materials	Work commenced April 2018. Resource allocation is an issue for furthering this work. This is on hold pending restoration of funding	#1	SG5	On hold
12	Safeguarding policy monitoring	Review current structure Compare to similar organisations Adherence to legislation Prepare policy monitoring guidelines and standard templates Approval and sign off Ensure that training modules are updated to reflect change and to include all SI materials	Work commenced April 2018 however this is now on hold as resource allocation is an issue for furthering this work. This is on hold pending restoration of funding	#1	SG5	On hold
13	Safeguarding policy compliance audit	Policy to ensure that an annual audit of safeguarding policies, framework and compliance is conducted by an external professional	Methodology is devised. Aim to commence this process in December 2018. Please see Appendix 3 for Methodology.	#1		Biennial from September 2018

No.#	Task	Action	Follow Up Time & Detail	Elliott Report#	JVT Report #	Completed On
14	Safeguarding sanctions framework	Prepare sanctions framework to support safeguarding policies, compliance and monitoring In line with cons & rules of SI and adhering to legislation Ensure that training modules are updated to reflect change and to include all SI materials	New Disciplinary procedure adopted	#2	SG6	September 2018 – Completed
15	Framework to ensure adherence to legislation	Update and continuous review of recruitment process, vetting process, appropriate training modules developed and delivered in a manner consistent with jurisdictions. Ensure that training modules are updated to reflect change.	Critical that DB system is maintained and sense checked for data integrity on an annual basis	#3 & #8		Commenced December 2017 - Continual process.
16	Dedicated Website for Safeguarding for distribution of materials	BOD to direct the communications commissioner to work with the safeguarding coordinator to develop and maintain a dedicated website	Dependent on restoration of funding	#5 & #6 & #7	SG2	Pending Funding

No.#	Task	Action	Follow Up Time & Detail	Elliott Report#	JVT Report #	Completed On
17	Record keeping and reporting	Standard templates for the recording of meetings, memo's and monthly reports to be developed and USED by all involved in Safeguarding	Report templates have been completed and are in use.	#9 & #13		July 2018
18	Safeguarding materials and publications	Develop a series of publications for safeguarding	Partnership links with external agencies are in the final stages.	#5 & #6 & #7	SG2	Commenced June 2018
19	Code of Good Practise and Use of Social Media Guidelines	Review current policies and practises Compare to similar organisations Adherence to legislation Prepare revised policies and link to safeguarding structure Approval and sign off Ensure that training modules are updated to reflect change.	Reviewed in conjunction with legislative change, guidance and policy.	#14		Completed and continual. Review as necessary.
20	Disciplinary Code	DRAP report to be added to BOD meeting standing orders Risk register information to be provided.	DRAP (Disputes Resolution and Appeals Panel)	#2 & #10	SG6	Adopted – September 2018

No.#	Task	Action	Follow Up Time & Detail	Elliott Report#	JVT Report #	Completed On
21	National Standard – Access and Advice	Provide the same level of care, support, information and advice across the island.	In place – however this is stretched due to being under resourcing and funding challenges.	#5		Commenced - Continual
22	Mechanism for reporting safeguarding issues in SI to be developed further	Include reporting function in the safeguarding framework and ensure that training and all SI materials are updated and communicated to membership	Safeguarding Manager to attend live delivery of training to review. Additional work to be commenced regarding the identification of the barriers to reporting.	#5	SG4	
23	Annual appraisal including a review of CPD of all staff and volunteers involved in Safeguarding	Develop a standardised annual appraisal of all safeguarding staff – role specific SG policy framework to include training and ongoing education of ALL involved in safeguarding.		#11& #17 & #18		September 2018
24	BOD update	Safeguarding to be added as standing item to BOD agenda - a monthly report from the safeguarding coordinator MUST be provided.		#13	SG4	Apr 2018

No.#	Task	Action	Follow Up Time & Detail	Elliott Report#	JVT Report #	Completed On
25	Suspension without prejudice	BOD moved to enact this unanimously on 22 April 2018 – legal advice should ensue and Constitution and Rules updated accordingly.	Step 1: Disciplinary Policy approved Step 2: Disciplinary Officer appointed	#15	SG6	Step 1: Sept 2018 Step 2: Nov 2018
26	Support Process	Process for supporting ALL involved in safeguarding issues to be drafted, approved and reviewed on an annual basis in line with annual external audit This should be included in the SG framework.	This is professional reflective supervision			September 2018
27	Governance Project	Bring forward governance project and have a new BOD in situ November 2018.	<i>Moved forward at NC 2018</i>		GP1	Oct 2018
28	Adult Recruitment	Develop criteria for Fit Volunteer and a mechanism for recognition and implementation process.	Safeguarding Manager to begin this process.			

**This does not take into account all of Jillian Van Turnhout recommendations as they are not all related to Safeguarding. This report is specific to Safeguarding actions in Scouting Ireland.*

Governance

Jillian Van Turnhout Report and Recommendations Progress Review

Jillian Van Turnhout Recommendations	Scouting Irelands Actions
<p>Safeguarding</p>	
<p>SG1. Contract Ian Elliott or a person with a similar skill set, to undertake the role of Mandated Person with immediate effect. The Mandated Person should be permitted by Scouting Ireland to make direct contact with the Department of Children and Youth Affairs if he or she believes it is necessary to do so.</p>	<p>Ian Elliot has been contracted as Safeguarding Manager (Mandated person). The Safeguarding Manager is a direct report to the Board of Directors.</p> <p>Please refer to Action 3 in Scouting Ireland's Safeguarding Action Plan</p>
<p>SG2. Ensure a communication is sent from the Mandated Person to the membership of Scouting Ireland outlining the steps for reporting any allegation or concern.</p>	<p>Ian Elliot has sent notification, to the entire membership, of safeguarding manager role and the steps for reporting.</p> <p>Please refer to Action 16 & 18 in Scouting Ireland's Safeguarding Action Plan</p>

Jillian Van Turnhout Recommendations	Scouting Irelands Actions
<p>SG3. The Mandated Person should be supported by trained staff in the national office who is equipped to work in a confidential and secure manner.</p>	<p>The Safeguarding manager is supported by a team in National Office and the office of SFNI. There is a dedicated office in SFNI and whilst awaiting works on the downstairs room in National Office; the CEO's office has been allocated to the Safeguarding Team.</p> <p>Please refer to Action 2 in Scouting Ireland's Safeguarding Action Plan</p>
<p>SG4. Advertise and recruit a Safeguarding Manager who has the suitable authority and experience to undertake the role of Mandated Person for Scouting Ireland. This person should commence work for Scouting Ireland by 1 January 2019 at the latest. The Safeguarding Manager should report directly to the Board of Scouting Ireland. The individual should be part of the Senior Management Staff Team and be managed by the CEO in relation to any human resources (HR) aspects of their role;</p>	<p>This role has previously been advertised however this recruitment process has been paused pending restoration of funding.</p> <p>The Safeguarding Manager IS a direct report to the Board of Scouting Ireland and managed by the CEO with regards to HR aspect of their role.</p> <p>Please refer to Action 9 in Scouting Ireland's Safeguarding Action Plan</p>
<p>SG5. In parallel, Ian Elliott, or a person with a similar skill set, should be charged with advising the Board and leading the organisation through the necessary changes to ensure a coherent Safeguarding Structure that is appropriately resourced and structured.</p>	<p>Ian Elliot is currently charged with advising the Board of the necessary changes required in the Safeguarding Structure and related policies and procedures.</p> <p>Please refer to Action 3 in Scouting Ireland's Safeguarding Action Plan</p>

Jillian Van Turnhout Recommendations	Scouting Irelands Actions
<p>SG6. Develop and approve a Disciplinary Code to include a mechanism for suspension and expulsion of members. Once approved, this Code should be communicated to the membership.</p>	<p>A disciplinary code has been developed and was adopted by the board of Scouting Ireland September 2018.</p> <p>Please refer to Action 14,20 & 25 in Scouting Ireland's Safeguarding Action Plan</p>
<p>Management of the Organisation</p>	
<p>MO1. If the motion relating to the Board of Directors of Scouting Ireland is not approved by the members at the National Council on 30 June 2018, I recommend the current Board continue with their decision to resign and a new Board be elected, under the current constitutional provisions, at the National Council on 6 October 2018.</p>	<p>The Board of Directors agreed on 20th May 2018 that all would resign on 31st October 2018 in order to facilitate a new board to take office on 1st November 2018.</p> <p>The motion referred to was passed on the 30th June by Scouting Ireland's membership at the EGM resulting in the current board of directors resigning and a new board being elected under the new constitutional provisions, at the EMG - National Council on the 6th October 2018.</p>
<p>MO2. Provide adequate induction and training on the roles and responsibilities of a Director to all newly appointed Board Directors.</p>	<p>Induction, assessment and training of Directors forms part of the new governance procedures. Induction/ Assessment of the new Board took place on August 18th 2018.</p> <p>Governance proposals were approved as of the 30th June 2018 which included induction, assessment and training of Directors. These procedures are now in motion as we move toward the formation of Scouting Ireland's new Board Directors on October 2018.</p>

Jillian Van Turnhout Recommendations	Scouting Irelands Actions
<p>MO3. The Board should request the Audit and Risk Committee to update their risk assessment of Scouting Ireland, a copy of their report should be provided to the Department of Children and Youth Affairs by 1 December 2018.</p>	<p>The Terms of reference for the Audit and Risk Committee will be extended to include reporting to the Department of Children and Youth Affairs. A report will be furnished as requested by 1st December 2018.</p>
<p>Governance Proposals</p>	
<p>GP1. In line with the proposals from the Governance Review Group, Scouting Ireland should have a system in place to identify, assess and elect members of the Board of Scouting Ireland based on competency.</p>	<p>Induction, assessment and training of Directors forms part of the governance proposals were brought before the EGM on 30th June 2018. Governance proposals were approved as of the 30th June 2018. This system is now in use as we move toward the formation of Scouting Ireland's new Board of Directors on 6th October 2018.</p>
<p>GP2. Revisit the proposal that Heads of Departments will be a mix of volunteer and staff roles. Staff can provide continuity ensuring the delivery of a service in each department. However, in each Department it should be a volunteer who has the oversight role. In addition, it is for this reason; I recommend safeguarding and human resources are moved out of the new proposed structure re: departments.</p>	<p>This has been adopted in the updated governance support document and will be a matter for the new board of Scouting Ireland post 6th October EGM.</p>

Charities Legislation	
<p>1. The Chair of the newly elected Board (October 2018) of Scouting Ireland should request a joint meeting between the Charities Regulator, the Charities Commission Northern Ireland and a delegation from the Board of Trustees of Scouting Ireland to be held in quarter four 2018. The Charities Regulator has agreed in principle to this meeting</p>	<p>To be completed by the new Board of Directors.</p> <p>However, Scouting Ireland is currently engaging with the Charities Regulator. A meeting with the Charities Regulator has been proposed for the 2nd of October 2018 to discuss the future plans for the control and management of Scouting Ireland.</p>
<p>2. Following this meeting, the Board of Trustees of Scouting Ireland should review and agree its approach to the implementation of charities legislation. This decision should be communicated to members in a timely and open manner.</p>	<p>To be completed by the new Board of Directors.</p>

Transition Process

All members of national teams, committees and subcommittees have been asked to continue in their current roles until 31st August 2019 to ensure that there is an orderly transition to the new national structure. The new Board will consider how best to appoint Department Heads for each of the Operational Departments as a matter of priority. The Governance Review Group has prepared a map of how current operational activities can be moved into the new Operational Departments. There will be an operational Transition Department to help with this work.

What is Plan B?

Unfortunately Plan B is not a very palatable option. We are all aware that the Structure and Management of Scouting Ireland has to change to meet 21st Century scouting needs and to meet legislative and governance requirements. Should we, as an organisation, fail to implement change we will see creditors and financial institutions move to seek full repayment of any outstanding monies that are due to them. As of 31st July 2018 we have approx. €2 million in the bank account. Should our mortgage on Larch Hill be recalled that would be a €1 million pay-out; combine this with our other creditors and redundancies we would not have enough cash reserves to meet this. In effect we could possibly be looking at a wind up of the association.

The above is a matter of fact and not an attempt to scare monger - it is the Board of Scouting Ireland's duty to inform members of the risk involved in not making sufficient and much needed change.

Independent Investigation

The independent investigation by the barrister, commissioned by the Board is progressing to its final stages before a report is submitted to the Board. It has taken longer than anticipated, but it is very important that the investigation is both thorough and fair and due process is followed.