

	Gasóga na hÉireann/Scouting Ireland			
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	Category: Adult Resources			
<b>Adults Working with Young People</b>				

<b>Related Documents</b>

<b>Revision Schedule</b>		
<b>Revision</b>	<b>Date</b>	<b>Description</b>
#	14/10/2017	Document Issued

The purpose of this policy is to clarify the considerations regarding the involvement of various categories of adults (people 18 years or over) at Scouting activities and meetings where there are young people.

## **Adults who are members of Scouting Ireland**

Adult Membership Categories:

- **Rover Scouts**

Rover Scouts must comply with the adult membership application process by, undertaking vetting by the relevant authority and completing online safeguarding training. They may also be members of a Group Council in accordance with the Rules.

Rovers Scouts in Groups are permitted to partake in overnight activities or events that include young people (under 18 years of age) only if age-appropriate Scouter supervision/supporting presence is provided for the young people that are under 18. A Rover Scout may be a member of a staff team for a County/Provincial/National event. However, while they are a member of the staff team, they can only be 'in charge' of the programme/educational content of an activity/meeting involving young people under 18, under the direct supervision of a Scouter at all times. The safety and well-being of the Youth Members is the responsibility of the Scouter and the Rover Scout cannot be counted as one of the Adult Members to meet recommended ratios of Scouters (but rather they are an additional support).

On any such event, in order for a Rover Scout to be responsible for the programme/educational content of an activity/meeting, or to be considered as one of the adults contributing to the ratio of Scouters to young people, they must have completed the 'Being A Scouter' Training Course or Stages 1 and 2 of the old Training Scheme.

- **Rover Scout and Scouter**

Those who are both a Rover Scout and a Scouter must comply with the membership application process by, undertaking vetting by the relevant authority and completing the 'This is Scouting' component of the Training Scheme (which includes the 'Being A Scouter' training course) or Stages 1 and 2 of the old Training Scheme before engaging with Youth Members. Thereafter they are also permitted to partake in overnight activities with young people.

- **Scouter**

Scouters must comply with the membership application process by, undertaking vetting by the relevant authority and completing the 'This is Scouting' component of the Training Scheme (which includes the 'Being A Scouter' training course) or Stages 1 and 2 of the old Training Scheme before engaging with Youth Members. Thereafter they are also permitted to partake in overnight activities with young people. They are required to pursue their Wood Badge training.

- **Associate Member**

Associate Members must comply with the membership application process by, undertaking vetting by the relevant authority and completing the 'Story of Scouting Online', the 'Story of Scouting Interactive' and the online safeguarding training. An Associate Member is an adult who wishes to be associated with the work of Scouting Ireland; for example as a supporter, parent, representative of a Sponsoring Authority or adviser. An Associate Member does not wear a uniform and is not required to make the commitment of the Scout Promise.

Associate Members will not be involved in the direct delivery of programme but may be in attendance at Scouting activities or meetings with Youth Members only if age-appropriate Scouter supervision/supporting presence is provided for those young people. Associate Members are not permitted to partake in overnight activities.

- **Honorary Scouter**

An Honorary Scouter is an Adult Member who wishes to be associated with the work of Scouting Ireland, who may be retiring from an Appointment or Position and who will no longer deliver the Youth Programme of Scouting Ireland or hold an Appointment or Position in Scouting Ireland (Article 16A of the Constitution refers). Honorary Scouters must not be involved in the direct delivery of programme but may be in attendance at Scouting activities or meetings with Youth Members providing those young people are supervised at all times by Scouters. Honorary Scouters are not permitted to partake in overnight activities.

- **Honorary Member**

Honorary Members (referred to as Honorary Life Members in the Constitution) are appointed by National Council as recognition for having given exceptional support to Scouting Ireland. Where an Honorary Member is registered as a Scouter or an Associate Member, then the requirements as set out in bullets 3 and 4 above apply respectively. Where an Honorary Member is not a Scouter or an Associate Member then it may be appropriate to treat their involvement at activities or meetings as for Guest Programme Specialists or External Programme Facilitators. If the involvement of the Honorary Member is not appropriate to either of those options then the Honorary Member must follow the membership process for a Scouter or an Associate Member or must alter their involvement accordingly.

### **Adults who are not members of Scouting Ireland**

The purpose of this part of the policy is to facilitate the utilisation of adults who have specialist skills or talents but are not Scouters, in order to support and enhance the Youth Programme in our Programme Sections, as required.

Involvement by adults who are not Scouters must comply with this policy document, and their involvement must be of limited duration and for specific purpose.

Adults who are not Scouters must never be put in the position of supervising Youth Members; age-appropriate Scouter supervision/supporting presence must be provided. This is to ensure that the person in charge has received the appropriate training about safeguarding children and about our Youth Programme and that they are properly appointed by Scouting Ireland.

Scouting Ireland recognises three distinct levels/types of involvement by adults who are not members of Scouting Ireland.

### **Special Needs Assistants (ROI)/Teaching Assistant (NI)**

Special Needs Assistants (SNAs) or Teaching Assistants (TAs) may attend Scouting meetings/activities to support specific Youth Member(s). They are responsible for ensuring that the specific Youth Member(s) avail of the meeting/activity to the best of their ability and gain maximum benefit from it. They have no

role regarding, nor responsibility for, any other Youth Members. The meeting/activity must be under the direct supervision of a Scouter at all times

Such SNAs/TAs must meet the vetting and safeguarding requirements of, and be insured and endorsed by, a bona fide organisation. The Scouter must get written confirmation from that organisation that this is the case and should consult with the Group Leader before the SNA(s)/TA(s) engage with Youth Members. If adequate written confirmation is not forthcoming then the SNA(s)/TA(s) must apply for Adult Membership (Associate Member or Scouter as appropriate).

### **External Programme Facilitators**

This section applies to adults who have specialist skills or knowledge and who interact with Youth Members for a maximum of eight activities/meetings per year to support the delivery of specific programme content.

They may be responsible for the programme/educational content and safety parameters of the activity/meeting, but age-appropriate Scouter supervision/supporting presence must also be provided for the activity/meeting.

They must meet the vetting and safeguarding requirements of, and be endorsed by a bona fide organisation. The Scouter must get written confirmation from that organisation that this is the case and should consult with the Group Leader before the adult engages with Youth Members.

Where appropriate an External Programme Facilitator should also hold appropriate qualification or certification as set out by their organisation and/or relevant National Governing Body.

Examples would include a First Aid Instructor running an eight week course, a Mountain Leader leading a succession of six walks over a 12 week period, a seven week fitness programme delivered by a local council sports instructor, all delivered to Youth Members.

### **Guest Programme Specialists**

Adults who have specialist skills or knowledge and interact with Youth Members for a maximum of three activities/meetings per year to support the delivery of specific programme content.

Age-appropriate Scouter supervision/supporting presence must be provided while Guest Programme Specialists are in attendance. Guest Programme Specialists are prohibited from any involvement in overnight activities.

Examples would include a once off visit from guest speaker from the local fire station, the local Judo instructor giving a demonstration, a parent giving a photography class, a friend of a Scouter showing their comic book collection, a local artist delivering a three-week art programme.

### **Approvals and Records**

SNAs/TAs, Guest Programme Specialists and External Programme Facilitators must be approved in advance:

- at Scout Group level by the Group Leader,

- at Scout County level by the County Commissioner,
- at Scout Provincial level by the Provincial Commissioner,
- at National level by the Programme Commissioner/Training Commissioner/Chief Commissioner responsible for the event.

The Scouter in charge should maintain:

- A record of the involvement of SNAs/TAs, Guest Programme Specialists and External Programme Facilitators
- A copy of the confirmation of Child Protection training and vetting
- A copy of the Approvers approval (for example an e-mail or minutes of a meeting)

for review as required.

These records should be easily accessible and available for transmission by e-mail if required, so texts on phones and messages on 'Whats App' and such like are not satisfactory in this regard, unless separately captured and stored.

#### **Notes:**

- If a Scouter arranges for an adult to act as a Special Interest Badge mentor or Adventure Skills instructor/mentor, the involvement of that adult must comply with this policy. They may be a Guest Programme Specialist or an External Programme Facilitator as appropriate. If their involvement with Youth Members exceeds the specified duration guidelines set out above then they must apply for membership (Associate Member or Scouter as appropriate) in the normal fashion.
- If the particular circumstances of an individual Youth Member requires the ongoing attention of a parent or guardian, the parent/guardian must apply for membership and undergo the vetting and training requirements set out for Programme Scouters up to and including attendance at Being a Scouter, so that they understand the Scouting environment and are versed in our approach to Safeguarding.
- Non-members assisting Scouting as part of Transition Year Programmes, Presidents Award Challenges or Duke of Edinburgh Award Challenges
  - Young people under 18 years of age must be registered by the Scout Group as a Youth Member.
  - Anyone over 18 years of age assisting in such programmes must apply for adult membership of Scouting Ireland, Associate Member or Scouter as appropriate.
  - Also approval in writing for the involvement of the scheme participant in this manner should be sought in advance from the school/body/organisation operating the scheme.
- Programme sections undertaking specialist activities should avail of the services of a recognised specialist centre or individuals who are properly accredited by recognised organisations or National Governing Bodies such as National/International First Aid Bodies, Canoeing Ireland/British Canoeing, Mountaineering Ireland/British Mountaineering Council.

- If participating in activities outside the 'normal' Scout Programme, Scouters should contact National Office well in advance of the activity to check for insurance cover.

Any adult wishing to participate in Scout activities or meetings, who does not meet the criteria for SNA/TA, Guest Programme Specialist or an External Programme Facilitator, must apply for adult membership as set out in the Rules and Policies of Scouting Ireland and as summarised earlier in this document.

Note: Adult ratios (ratios of Scouters to young people) are specified in other policies, including:

SID 77A-11 Camping and Adventures in the Out of Doors Guidelines

SID 71A-10 Youth Programme Abroad Guidelines

SID 39-05 Code of Good Practice

Only Scouters count towards those ratios, any other adults do NOT count towards those ratios. So SNAs/TAs, External Programme Facilitators, Guest Programme Specialists, Rover Scouts (who are not also Scouters), Associate Members, Honorary Scouters and Honorary Members (who are not also Scouters) MUST NOT be used to make up the adult number when determining adequate levels of supervision.

This is to ensure that there is an adequate number of adults on our activities who have received the appropriate training about safeguarding children and about our Youth Programme and that those adults are properly appointed by Scouting Ireland.