

NATIONAL COUNCIL EGM JUNE 2018 – MOTIONS & PROPOSALS

Notice of Motion			
NM - 1		<p>That in accordance with Clause 14 of the Company’s current Memorandum of Association and Clause 2 of the Company’s current Articles of Association, the notice to put a motion for the adoption of a special resolution to an EGM to effect changes to the Company’s Constitution (as set out in the document which has been given to members) be and is hereby accepted together with any additional amendments as might be required to that document by the Revenue Commissioners, the Charities Regulatory Authority, the Companies Registration Office or the World Scout Committee.</p> <p>(National Management Committee)</p> <p>Proposer’s explanation:</p> <p>Asks for Notice of Motion to be put to an EGM of the Company to effect changes to the constitution of the Company (as set out in the attached document) and any additional amendments as might be required to that document by the Revenue Commissioners, the Charities Regulatory Authority, the Companies Registration Office or the World Scout Committee.</p>	Carried

Motion			
M - 1		<p>That this National Council approves the establishment of a group independent of the National Management Committee (the Governance Oversight and Board Induction Group), the terms of reference for which are set out in the attached document, to oversee the implementation, by the National Management Committee and the board of Scouting Ireland Services, of the governance proposals being considered by National Council and to ensure that they are being implemented in accordance with the proposals made and presented to National Council.</p> <p>(National Management Committee)</p> <p>Proposer explanation</p> <p>Establishes an Oversight Group which will be charged with the responsibilities of ensuring the organisational/governance changes</p>	Carried

		are delivered in accordance with the governance proposals made to the National Council.	
M - 2	New Article 249	<p>That this National Council approves the addition of a new Article 249 as follows:</p> <p>249. Notwithstanding any other provision in the Rules, an election shall be conducted in accordance with this Rule for the purposes of electing ten (10) persons as directors of the Company at an Extraordinary General Meeting of the Company to be convened before the 31st of October 2018 and the following provisions shall apply:</p> <p>249 a) Each Scout Group shall be entitled to nominate for election as director a person who is eligible for election under this Rule. The only persons eligible for election as a director are:</p> <ul style="list-style-type: none"> (i) persons who are adult members of Scouting Ireland; (ii) a person who is not the Chief Scout; and (iii) an existing director, by whatever name called, who will not, as at 31 October 2018, have served more than 6 years as a director (in whatever capacity). <p>249 b) Not later than 1 August 2018, any Scout Group wishing to nominate an eligible person to be elected as a director must furnish a valid nomination to the Company, at the postal or email address specified by the directors for this purpose.</p> <p>249 c) A nomination shall be valid when it is in the form approved by the directors containing the information evidencing eligibility as may be specified by the directors.</p> <p>249 d) Where the number of valid nominations is less than or equal to ten (10), the persons nominated shall be deemed to have been elected as directors provided, however, that such appointments shall take effect (and only take effect) from 00.00am on 1 November 2018.</p> <p>249 e) Where the number of valid nominations exceeds ten, an election shall be held by ballot at the Extraordinary General Meeting (EGM) of the Company to be convened before the</p>	Carried

		<p>31st October 2018, by proportional representation by means of the single transferable vote.</p> <p>249 f) The ten (10) persons receiving the highest number of votes shall be deemed to have been elected as directors of the Company, such appointments to take effect (and only take effect) from 00.00am on 1 November 2018.</p> <p>249 g) The results shall be announced officially at the EGM.</p> <p>(National Management Committee)</p> <p>Please note that if the new Rule 249 is approved for inclusion in the Memorandum and Articles of Association of Scouting Ireland Services CLG it will also become a new Rule 188 in the Rules of the Scouting Ireland Association.</p> <p>Proposer’s Explanation</p> <p>The introduction of a new Article 249 will allow the process for the election of Directors to the Board of Scouting Ireland Services at an Extraordinary General Meeting (“EGM”) of the Company to be held before the 31st of October 2018 (currently scheduled for the 6th October 2018). Under the governance proposals being considered by National Council there is a new process for the election of Directors to the Board and the purpose of this motion is to allow that process to be used for the elections at the EGM in October 2018. This is an additional rule to be inserted into the Memorandum and Articles of Association of Scouting Ireland Services CLG which can be found here</p>	
M – 3	Rule 21	<p>That Rule 21 be altered to read as follows:</p> <p>The Appointments of Scouting Ireland are:</p> <p>Scout Group: Group Scouter</p> <p> Programme Scouters</p> <p> Group Leader</p> <p> Deputy Group Leader</p> <p> Group Spiritual/Religious Advisor/Chaplain</p> <p> Group Quartermaster/Bo’sun</p> <p> Group Trainer</p>	withdrawn

		<p>Scout County: County Commissioner</p> <p>Deputy County Commissioner</p> <p>County Spiritual/Religious Advisor/Chaplain</p> <p>County Programme Co-ordinator</p> <p>County Training Co-ordinator</p> <p>Scout Province: Provincial Commissioner</p> <p>Provincial Training Co-ordinator</p> <p>Provincial International Co-ordinator</p> <p>Provincial Adult Resources Representative</p> <p>Provincial Youth Programme Representative</p> <p>Provincial Treasurer</p> <p>National:</p> <p>Programme Commissioner</p> <p>Training Commissioner</p> <p>International Commissioner</p> <p>Communications Commissioner</p> <p>Camp Chief: National Campsite/Scout Centre</p> <p>Team Leader Campsites/Facilities</p> <p><u>Chief Disciplinary Officer</u></p> <p>National Secretary</p> <p>National Treasurer</p> <p>Chief Commissioner (Adult Resources)</p> <p>Chief Commissioner (Youth Programme)</p> <p>Chief Scout</p> <p>(National Management Committee)</p>	
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M – 4	Rule 25	<p>That Rule 25 be altered to read as follows:</p> <p>Notwithstanding the specific provisions in these Rules all Appointments and/or Positions within and/or membership of Scouting Ireland may be cancelled, withdrawn or suspended by the National Management Committee but excluding from its membership for such decision, the National Secretary (or the Chief Scout where the Appointment for consideration is that of the National Secretary).</p> <p>(National Management Committee)</p>	withdrawn
M – 5	Rule 26	<p>That Rule 26 be altered to read as follows:</p> <p>Membership of Scouting Ireland may be terminated by the National Management Committee:</p> <ul style="list-style-type: none"> a) By expulsion b) By resignation c) By non-payment of membership fee d) By failure to register as a member annually <p>(National Management Committee)</p>	withdrawn
M – 6	Rule 28	<p>That Rule 28 be altered to read as follows:</p> <p>An individual may be expelled from membership of Scouting Ireland on the grounds of misconduct or acts not in accordance with the Scout Promise or breach of any terms or conditions attaching to membership of Scouting Ireland. Expulsion should be by notice in writing to that member and served personally or to the last known postal address of the member. Expulsion proceedings including rights of appeal shall be in accordance with Scouting Ireland’s Disciplinary Policy.</p> <p>(National Management Committee)</p>	withdrawn

M – 7	Rule 29	<p>That Rule 29 be altered to read as follows:</p> <p>Appeals will be conducted and concluded in accordance with Scouting Ireland’s Disciplinary Policy.</p>	Withdrawn
M – 8	Rule 31	<p>That Rule 31 be altered to read as follows:</p> <p><u>This Rule does not apply to any matters determined under the Disciplinary Policy:</u> After all procedures set out in these Rules for resolving disputes and differences have been exhausted, all disputes and differences whatsoever arising out of or in connection with the Constitution and Rules of Scouting Ireland are subject to the arbitration of a single Arbitrator who, failing agreement, shall be appointed by the President or Vice-President for the time being of the Chartered Institute of Arbitrators under the rules of the Irish Branch of the said Institute. Each party shall bear its own costs and the costs of the Arbitrator shall be borne by the parties equally. In relation to all matters referred to arbitration under this Rule the right to appeal is hereby excluded.</p> <p>(National Management Committee)</p>	Withdrawn
M – 9	New Rule 135A	<p>That a new rule 135a be introduced as follows:</p> <p>The Chief Disciplinary Officer, whose terms and functions shall be set out in Scouting Ireland’s Disciplinary Policy, is appointed by the National Management Committee for a term of three years. The Chief Disciplinary Officer may seek assistance of disciplinary officers appointed by him or her to assist in the discharge of his or her duties to include the making of reports to the National Management Committee in the manner set out in Scouting Ireland’s Disciplinary Policy. The Appointment of a Chief Disciplinary Officer may be</p>	Withdrawn

	<p>cancelled, withdrawn or suspended by the National Management Committee.</p> <p>(National Management Committee) Proposers explanation (M – 3 to M – 9):</p> <p>The above proposals to amend the Rules of Scouting Ireland are made to support the work to date that has been undertaken in this area.</p> <p>They also support the recommendations of the report entitled “A New Approach to Safeguarding” that was commissioned by Scouting Ireland last year. Equally such proposals also support the development of both the corporate governance and disciplinary procedures of Scouting Ireland being in line with best practice.</p>	
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GENERAL PROPOSALS		
GP-1	<p>That this National Council:</p> <p>Requests the Chief Commissioner Youth Programme and National Youth Programme Committee to recommend age ranges for each youth programme section, and that these recommended ages are published and available to Programme Scouters in every Scout Group.</p> <p>(North Cork Scout County)</p> <p>Proposers Explanation</p> <p>We have no clear definition of age ranges for sections, with the exception of the lower age for Beavers and upper for Rovers and the cut off Ventures to Rovers (18) due to members becoming adults.</p> <p>This allows a certain overlap between sections to accommodate the link up at various times during the year to accommodate local group conditions, and the specific needs of individuals who may benefit from flexibility in the link up date.</p> <p>The publishing of the recommended age limits links into the previous motion, but is not binding for the ongoing operation of the sections and only is binding for National Competitive Events.</p> <p>d to National Council 2018 in order to correct an interpretation</p>	Withdrawn

		<p>of motion GP.01 of the 2017 meeting, when it relates to National Competitions. This interpretation by the highest levels of the National Youth Programme Committee has had the effect of exclusion of some of the valid members of a section being excluded. Because of the following 31-August age limit for being underage on the event, this eliminates all those who reach the upper age limit birthday after the event but before 31-August date.</p> <p>This has come to light with the National Cub Challenge 2018. Which is over by June 17th.2018, 2.5 months before the older cubs reach the current understood upper age limit for the section, but are excluded from competing in the event due to the interpretation of GP.01 of 2017 National Council, by the National Youth Programme Committee Events Team.</p> <p>This motion and the following motion will not affect the deadline for submissions for Chief Scout awards etc.</p>	
<p>GP - 2</p>		<p>That this National Council:</p> <p>Requests the Chief Commissioner Youth Programme to ensure that a Scouting Ireland Policy (SID) is adopted to ensure that all national youth programme competitive events have an age limit which is inclusive for all members of the relevant section(s) to participate once they are within the recommended age range for the section(s) on the final date of the event.</p> <p><i>(North Cork Scout County)</i></p> <p>Proposers Explanation</p> <p>This motion is submitted to National Council 2018 in order to correct an interpretation of motion GP.01 of the 2017 meeting, when it relates to National Competitions. This interpretation by the highest levels of the National Youth Programme Committee has had the effect of exclusion of some of the valid members of a section being excluded. Because of the following 31-August age limit for being underage on the event, this eliminates all those who reach the upper age limit birthday after the event but before 31-August date. This has come to light with the National Cub Challenge 2018. Which is over by June 17th 2018, 2.5 months before the older cubs reach the current understood upper age limit for the section, but are excluded from competing in the event due to the interpretation of GP.01 of 2017 National Council, by the National Youth Programme Committee Events Team.</p> <p>This motion and the following motion will not effect the deadline for submissions for Chief Scout awards etc.</p>	<p>Withdrawn</p>

<p>GP - 3</p>		<p>That this National Council:</p> <p>Requests the National Management Committee to review and update forms and policies in light of an increase in the number of youth members with special needs. We feel a review of SID 104/13 Equality, Diversity and Inclusiveness Policy is required and that SIF 11/05 Activities Consent form should include a tick box for parents to confirm if a child has been diagnosed with a specific special need such as Autism, Asperger's, ADHD etc.</p> <p><i>(Galway Scout County)</i></p> <p>Proposers Explanation</p> <p>We feel a review of the above policies and forms needs to be carried out to ensure these are up to date and accommodating to children with special needs and to Scouters supporting children with special needs with their journey through Scouting. We feel Scouters are not always informed of a diagnosis and having such a tick box would help encourage more open communication in this area which will benefit youth members, parents and Scouters.</p>	<p>Fell</p>
<p>GP - 4</p>		<p>That this National Council:</p> <p>Calls on the National Management Committee to discuss with and look at the possibility of entering into a partnership with the Psychological Society of Ireland and the local director of the HSE Psychological Department so as to look at making available support and training to Scouters to ensure Scouters are equipped with the necessary basic requirements to support youth members with special needs.</p> <p><i>(Galway Scout County)</i></p> <p>Proposers Explanation</p> <p>We feel as Scouters that there is a need for Scouter training in the area of special needs. We feel such training will help support youth members with special needs and will benefit both our youth members and adults so as to ensure all members are supported as members of the organisation. We understand that occupational therapists and social workers recommend Scouting as an extracurricular activity and we feel it would be good to have a partnership in these areas.</p>	<p>Fell</p>

GP - 5		<p>That this National Council:</p> <p>Calls on the National Management Committee to write into the new disputes policy that where the membership of an active member is to be deleted that a reasonable attempt to inform them can demonstrably be made. Furthermore, where a Scouter disputes a group leaders decision to remove them that they can take the matter up with the Disputes Resolution and Appeals panel who should investigate the reasoning behind such an action without the need for a deleted member to submit a formal complaint.</p> <p><i>(Galway Scout County)</i></p> <p>Proposers Explanation</p> <p>We feel membership of the organisation is based on mutual respect for one another and that all members give their time freely and strive to do their best. We feel the membership of no person should be deleted without first making a reasonable attempt to consult with the Scouter. At the moment, a Group Leader can delete members for no reason and without notice and it would appear the only avenue open to address this outside the group is to submit a formal complaint. We are asking that a Scouter who disputes being deleted from the data base can ask the Panel to investigate this without having to submit a formal complaint.</p>	Carried
GP - 6		<p>That this National Council:</p> <p>Calls on the National Management Committee to request the Scout Shop to conduct a feasibility study into opening a Scout Shop in the Western Province being the only Province without a Scout Shop and to let members of the Province know what plans are in place to open a shop in the West and that this be communicated to them by the end of September 2018.</p> <p><i>(Galway Scout County)</i></p> <p>Proposers Explanation</p> <p>We are delighted to see the recent expansion of the Scout Shop with the opening of a shop in Limerick which we very much welcome. We would welcome further expansion and would love to see Scout shops in all Provinces and look forward to hearing when a shop in the Western Province may be a possibility.</p>	Withdrawn

<p>GP - 7</p>		<p>That this National Council:</p> <p>Calls on the National Treasurer to examine the cost to date of renting the Provincial Office in the Western Province for staff use only versus renting a multi-use space that is accessible to both staff, the work of the Counties and the promotion of Scouting and to show which would be the better use of members money. These findings should issue by way of a report to the membership by 30th September 2018.</p> <p><i>(Galway Scout County)</i></p> <p>Proposers Explanation</p> <p>We believe the money being spent on a single use office for staff use only may not be the best use of members money and that this money may be better spent on recruiting local staff to support the work of the Province in the first instance and if financially feasible, to spend additional monies on a multi-use office space.</p> <p>We feel having an office space which is open to the membership and the public to drop in, pick up promotional materials, meet other members would make bigger and better use of member's money and would help promote Scouting in the West and increase membership. We also feel spending Galway membership money on an office in Galway when there is a lack of staff support in Galway is something which seriously needs to be addressed.</p>	<p>Withdrawn</p>
<p>GP - 8</p>		<p>That this National Council:</p> <p>Calls on the National Management Committee to write into the new complaints procedure a system which allows for all parties to a complaint or dispute to be provided with a written explanation if in the event a dispute or complaint being investigated at a National level is not initiated or progressed in a timely fashion in line with procedure.</p> <p><i>(Galway Scout County)</i></p> <p>Proposers Explanation</p> <p>Volunteers make up the complaints panel and with the best will in the world timelines can run over through no fault of their own. Being involved in a dispute is a distressing situation and we are simply asking that the National Secretary and/or</p>	<p>Carried</p>

		the Disputes Resolution and Appeals Panel ensure that dialogue is maintained throughout the process if a delay occurs.	
GP – 9		<p>That this National Council:</p> <p>Calls on the National Management Committee to work with the Safeguarding Team and put in place a system to ensure that complaints or disputes of a safeguarding nature are closed out by way of a written report of the findings to all those persons involved in the complaint or dispute and that this be put in place as a matter of urgency.</p> <p><i>(Galway Scout County)</i></p> <p>Proposers Explanation</p> <p>We believe that complaints or disputes of any kind can cause considerable stress to all those involved, especially those of a safeguarding nature and that timely and proper closure of any type of dispute or complaint is necessary to allow all those involved to move on.</p>	Withdrawn
GP - 10		<p>That this National Council:</p> <p>Calls on the National Management Committee to put in place a Charter for Effective Volunteering for the benefit of both Volunteers and the organisation as a whole and that this be put in place by 31st October 2018.</p> <p><i>(Galway Scout County)</i></p> <p>Proposers Explanation</p> <p>To quote from the website of Volunteering Ireland “Volunteering is a two-way relationship, one that should benefit both the volunteer and the organisation. As in any relationship both parties will have expectations of the other. By being aware of these expectations both volunteers and organisations are more likely to have a successful partnership”.</p> <p>It is our belief that having such a Charter in place will help ensure trust and respect for one another is maintained within the organisation. We are aware that Mutual Agreements and Reviews are conducted locally but we also feel there is a need to have a Volunteer Charter between the National Management Committee and Volunteers within the</p>	Fell

		<p>organisation and that such a Charter will further enhance the Mutual Agreement Process and allow for the continued respect and trust of one another. We believe that it is widely recommended that all Volunteer organisations have such a Charter in place, so as to ensure the value of Volunteers and the work that they do is acknowledged and appreciated.</p>	
GP - 11		<p>That this National Council:</p> <p>Calls on the National Management Committee to put in place a Volunteer Agreement outlining the role and expectations of Volunteers in the organisation in addition to outlining what Volunteers can expect from Scouting Ireland whilst carrying out their Volunteer role. This agreement should be endorsed by way of signatures of both the Volunteer and a delegate of the National Management Committee so as to demonstrate mutual acceptance from both parties. We understand having such an agreement in place is recommended by Volunteering Ireland and is normal practice in Volunteering organisations. We call on the National Management Committee to put this in place by 31st October 2018.</p> <p><i>(Galway Scout County)</i></p> <p>Proposers Explanation</p> <p>We believe it is important to outline exactly what is expected of a Volunteer as a member of Scouting Ireland and in turn exactly what a Volunteer can expect in return when carrying out their Volunteering role and that this be mutually accepted and agreed upon between the Volunteer and Scouting Ireland by way of a signed document. We do not believe an adult application explains the role of a Volunteer and feel by having such a Volunteer agreement in place will help cement the relationship between the organisation and the Volunteer by clearly outlining what is expected from both parties.</p>	Withdrawn
GP - 12		<p>That this National Council:</p> <p>Calls on the National Management Committee to put in place a Bullying, Harassment and Victimisation policy specific to adult Volunteers within the organisation for the benefit of all adult volunteers within the organisation and that this be put in place as a matter of urgency but no later than 31st October 2018.</p> <p><i>(Galway Scout County)</i></p>	Carried

		<p>Proposers Explanation</p> <p>We believe that Scouting Ireland should be operating a “Best Practice Policy” to ensure the health, safety and welfare of our Volunteers so as to comply with the Safety, Health and Welfare at Work Act 2005. We appreciate our Code of Good Conduct details how to manage bullying, but we feel this policy is mainly specific to our youth members and not the adults amongst us. Unfortunately bullying can occur with all ages and we believe that Scouting Ireland should put in place a Code of Good Conduct specific for the adult volunteers within the organisation. We do not believe our Disputes Procedures effectively cover this area. The law protects employees from bullying, harassment and indeed victimisation. We believe Scouting Ireland should treat all its adult members equally. Scouting Ireland as employers have a duty of care to protect both its Staff and its Volunteers in the workplace and at a minimum should operate a Best Practice Policy.</p>	
<p>GP - 13</p>		<p>That this National Council:</p> <p>Calls on the National Management Committee to confirm if the policy set up a number of years ago to fund the legal costs of Volunteers should spurious complaints or issues arise still exists. If not, that the National Management Committee issue a report by the 30th June 2018 explaining why this policy is no longer in force and to include in this report details of what financial supports are available to Volunteers if legal support is required outside that which is covered under the existing Scouting Ireland insurance in place.</p> <p>(Galway Scout County)</p> <p>Proposers Explanation</p> <p>It is our understanding that Volunteers are only insured against physical injury and against being personally sued in the event a child injures themselves whilst in their care. We also understand that the National Management Committee has the support of legal advice where necessary and that this is funded by membership fees. We believe Best Practice would allow for all members to avail of legal advice when and if necessary and that all members should be supported equally in their roles.</p> <p>We appreciate that some members of the organisation can avail of the Employee Assistance Programme, but this service, although welcomed, is not as beneficial as having access to face to face legal advice and support if such legal support is required. Volunteers within Scouting Ireland give their time</p>	<p>Carried</p>

		freely and without remuneration and at a minimum should feel confident that they have protection in their roles should difficult situations arise that requires outside support.	
GP - 14		<p>That this National Council:</p> <p>Calls on the National Treasurer to issue a report by 30th June 2018 explaining where the portion of members annual fee paid from Galway County for Provincial Staff support has been reallocated too in the annual spend over the last three years and that the National Management Committee ensure this support is reinstated as a matter of urgency but no later than 1st September 2018 so that the Volunteers in Galway are fully supported in their roles going forward.</p> <p><i>(Galway Scout County)</i></p> <p>Proposers Explanation</p> <p>Galway County has continued to pay full membership fee for all members of Galway County towards staff support. Our GSF was reallocated to National Office over three years ago and no replacement has been put in place. We feel the loss of this support structure has impacted on the work being done in Galway and has impacted on those Volunteers who are supporting the work of a GSF in addition to the work required of them in the normal course of their Volunteering roles. Scouting Ireland has a duty of care to its Volunteers to ensure their health, safety and welfare at work and should take cognisance of the fact that overloading the work of Volunteers could bring with it undue stress and an excessive workload which could be harmful to those carrying out this work.</p>	Carried
GP - 15		<p>That this National Council:</p> <p>Calls on the National Management Committee to issue a report explaining why all provinces are not being treated the same when it comes to allocation of staff resources and that this report be issued to the membership no later than 30th June 2018.</p> <p><i>(Galway Scout County)</i></p> <p>Proposers Explanation</p> <p>The Western Province has had no Group Support Facilitator for over three years. It was agreed that staff recruitment</p>	Carried

		<p>commence January 2017. This has not happened and the Province is without this support regardless of the fact they continue to help pay towards this support through their annual Census. We believe the Western Province should be treated no differently than any other Province and should have fair and equal supports to all other Provinces in the organisation.</p>	
<p>GP - 16</p>		<p>That this National Council:</p> <p>Calls on the National Treasurer to issue a report to the membership within four weeks of this National Council showing a clear breakdown of the fee paid by National Office to outside mediator Martin Brennan of Proactive Management, Cork as payment for conducting a process of Mediation that took place in relation to Staff Volunteer issues in Galway and to show how these monies were accounted for in the annual accounts of 2014.</p> <p><i>(Galway Scout County)</i></p> <p>Proposers Explanation</p> <p>It is the understanding of those within Galway Scout County who were involved in a process of mediation put in place by National Office, that the cost of this process was in excess of e20k. We feel the membership are entitled to know how this membership money was spent and to see the results of that spending, especially given the Mediator was informed no final report would be necessary, which resulted in no findings to show the outcome of this spend.</p>	<p>Carried</p>

(NB – motions are given above in order of precedence; the order in which motions are presented to National Council is at the discretion of the chair of the meeting)