



# Inclusion toolkit: Groups

**Celebrate what's going well in your Group and discover tips to make Scouts more inclusive.**

[scouts.org.uk/join](https://scouts.org.uk/join)  
[#SkillsForLife](https://twitter.com/SkillsForLife)



# Introduction

Scouts is for everyone, and we want to reflect the communities we serve. We know that when everyone feels welcome, everyone benefits.

We've created this toolkit to help you reflect on inclusion in your Group.

It's designed to support you as a volunteer, whether you're just getting started or building on the great things already happening.

You'll find tips and ideas to help make Scouts a place where all young people and volunteers feel respected, included and able to thrive.

## Use the toolkit to:

- Celebrate what's already going well.
- Reflect as a team and identify areas for growth.
- Plan simple actions to become even more inclusive.

When using this toolkit, we encourage you to follow our [Scout](#)

## [Values](#) by:

- Collaborating as a team.
- Creating a supportive space where everyone's voice is heard.
- Being open, honest and ready to grow.
- Exploring new ideas to become even more inclusive.
- Keeping Scouts fun and welcoming for everyone.

## Ideas for when to use this toolkit:

- As part of a regular review.
- As part of an activity for Group volunteers.
- As part of a team meeting.
- With volunteers from other Groups to learn from and support each other.
- Before recruitment drives.
- When prompted by your County Lead Volunteer or District Lead Volunteer.
- When a new Group Lead Volunteer joins.
- Whenever you'd like to reflect on your inclusivity.

# The toolkit

## Does your Group's volunteer team reflect the diversity of the local area?

Compare the demographics of your local area with those of your Group. You can use [ONS census maps](#) to compare your local area to who's in Scouts, and spot which groups might be missing out.

**Growing:** Our volunteers don't yet reflect the diversity of the local area in any demographic areas (gender, ethnicity, disability, age, faith, sexual orientation or socio-economic background), or they reflect diversity in one area.

**Steady:** Our volunteers reflect the diversity of the local area in two or three demographic areas (gender, disability, age, faith, sexual orientation or socio-economic background), but ethnicity isn't one of these.

**Strong:** Our volunteers reflect the diversity of the local area in three or more demographic areas (gender, ethnicity, disability, age, faith, sexual orientation or socio-economic background), including ethnicity.

### What can I do in my local area?

- Use the [Furthering Reach Toolkit](#) to learn more about your local community and find practical tips for recruiting volunteers from diverse backgrounds.
- Partner with schools, community groups, places of faith, faith leaders, community champions and clubs that engage people from diverse backgrounds. Go along to their events or activities to introduce Scouts and share opportunities.
- [Plan a Scout swap shop](#) to help save costs by giving pre-loved items a new home and let volunteers know about uniform swapping schemes.
- Check if your District or County/Area/Region offer discounts or extra financial support for volunteers on low-incomes to support with things like uniform costs.
- Read our guidance on [supporting members around faiths and beliefs](#) to find tips on how to make your Group and faith events more inclusive of different faith and beliefs.
- Share stories of diverse Scout volunteers and [ambassadors](#), such as Dwayne Fields and Ellie Simmonds, to challenge stereotypes and encourage participation.
- Use inclusive promotional materials and show your presence in the community to reflect that Scouts welcomes everyone.
- Decide how to encourage diverse people to join. For example, offer flexible volunteering roles, remove financial barriers and address accessibility concerns.
- Discover how a Drey has [diversified their volunteer leadership team in Squirrels](#).

## Does your Group actively support disabled people?

When we talk about disabilities at Scouts, we include [hidden disabilities](#).

**Growing:** Our meeting place and facilities aren't accessible for disabled people yet. Accessibility and reasonable adjustments aren't regularly considered when planning activities and events. There's little or no support in place for disabled people.

**Steady:** Our meeting place and facilities are accessible for some disabled people, but not everyone. Accessibility and reasonable adjustments are sometimes considered when planning activities and events. We make changes to support disabled people when asked, or when we think changes are needed, but not as a regular part of planning.

**Strong:** Our meeting place and facilities are accessible for everyone. Accessibility and reasonable adjustments are considered from the start when planning activities and events. We regularly review how accessible our Group is for disabled people. Reasonable adjustments are recorded and reviewed, including changes to our meeting place, programmes, uniforms and badges.

### What can I do in my local area?

- Use the [Accessible Spaces Checklist](#) to identify ways to make your meeting place, programmes, uniforms and badges more accessible. Create an action plan together to make changes.
- Find out [how Rose, a Beaver Section Team Leader, made her Group more accessible for disabled people](#).
- Talk with young people and prospective volunteers when they want to join Scouts to ask what support they might need and how you can help.
- Explore our guidance on [supporting people with additional needs](#).
- Create an [Individual Support Plan](#) to record and regularly review support needs and reasonable adjustments.
- Check out the [Additional Needs Grant](#), which can provide financial support for accessibility improvements. Find out what local government and community grants are available too.

## Does your Group actively support new ideas to make Scouts more inclusive?

**Growing:** New ideas to make Scouts more inclusive aren't yet discussed or acted on. We usually stick to how things have always been done.

**Steady:** New ideas to make Scouts more inclusive are sometimes discussed and acted on, but this depends on who suggests them or if there's immediate interest.

**Strong:** New ideas to make Scouts more inclusive are regularly welcomed, discussed and acted on. Our Group explores new approaches together.

### What can I do in my local area?

- Explore free online courses on inclusion and diversity, like those on [FutureLearn](#). Share what you learn with the team.
- Learn about Scouts' [volunteering culture](#). Run a volunteer-only [activity](#) to build trust, encourage open discussions and create a space where everyone feels comfortable suggesting new ideas.
- Organise a volunteer-only camp, social or workshop to focus on team building, making it easier to introduce and embrace new ways of doing things.
- Inspire your team with stories of people who've made Scouts more inclusive.
- Regularly ask young people, parents and carers, and volunteers for ideas on how to make Scouts more welcoming, and act on their suggestions.

## Does your Group actively address incidents of discrimination and unacceptable behaviour?

**Growing:** We don't yet have a clear and documented process for addressing incidents of discrimination and unacceptable behaviour. We aren't sure how to respond to behaviours, attitudes and language that's exclusionary or offensive.

**Steady:** We have a process for addressing discrimination and unacceptable behaviour, but it's not documented, consistently applied or well-known. We're sometimes confident addressing behaviours, attitudes and language that's exclusionary or offensive.

**Strong:** We have a clear, documented, well-known process for addressing incidents of discrimination and unacceptable behaviour. We apply the process fairly and consistently to address any behaviours, attitudes or language that's exclusionary or offensive.

#### What can I do in my local area?

- Share our [Complaints Policy](#) and [Volunteer Anti-Bullying and Harassment Policy & Procedures](#) with volunteers so everyone knows how to raise concerns and report incidents of discrimination and unacceptable behaviour.
- Distribute resources to volunteers on how to champion diversity and challenge discrimination. FutureLearn's free [anti-racism and human rights](#) course is a good starting point.
- Educate young people and volunteers about the [5Ds of bystander intervention](#) to help them safely and effectively intervene when they see incidents of discrimination and unacceptable behaviour.

## Does your Group actively respond to feedback or queries about inclusion?

**Growing:** We don't yet have a clear and documented process for people to give feedback or raise queries about inclusion. We aren't sure how to respond to or act on feedback.

**Steady:** We have a process for collecting feedback and addressing queries about inclusion, but it's not documented, consistently applied or well-known. We sometimes respond to and act on feedback.

**Strong:** We regularly seek feedback about inclusion, and we have a clear, documented, well-known process for collecting feedback and addressing queries. We make improvements based on feedback. The feedback and improvements are communicated to members.

#### What can I do in my local area?

- Let all members know their feedback on inclusion is valued.
- Provide multiple ways for members to regularly share feedback, such as anonymous surveys, suggestion boxes, [reviews](#) or meetings.
- Create a clear process for collecting, recording and acting on feedback. Share this process with members and explain how their feedback will be used.
- After acting on feedback, follow up with members to communicate what's been done via email, newsletters or meetings.
- Regularly review the feedback process and make changes as needed. Ask for feedback on the process itself.
- Make sure your feedback process follows data protection regulations in line with Scouts' [Data Protection Policy](#).

## How confident are volunteers in delivering an inclusive programme?

An inclusive programme means everyone is welcome and included.

**Growing:** Our volunteers aren't yet confident in delivering an inclusive programme. They'd like support to build their confidence.

**Steady:** Our volunteers are confident in delivering an inclusive programme in some areas. They'd like support in other areas where they're building their confidence.

**Strong:** Our volunteers are confident in delivering an inclusive programme. They know where to get support outside of their Group.

What can I do in my local area?

- Create regular opportunities for volunteers to share skills and experiences with each other through cross-Section meetings or informal discussions.
- Make sure volunteers know where to get support outside of their Group, such as from District, County/Area/Region and HQ Teams.
- Regularly communicate available resources and support, like the [EDI Hub](#), to make sure volunteers can access help when needed.