

As UK Scouts we'll:

make Scouts a welcoming place, making sure everything we do and say is led by the values of Scouting and the Scout Promise.

5 mins

Give examples of how each of the Scout values have been used recently by:

- Youth members
- Adults in your team
- You personally

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Imagine you're a newly recruited volunteer:

1. Make notes/discuss with another person what you're expecting the world of Scouts to look and feel like.

2. Make a note of where your current situation differs from what you expected above.

3. What actions or changes (if any) do you need to take to match your expectation?

As Scouts we are guided by these values:

- **Integrity:**
We act with integrity; we are honest, trustworthy and loyal.
- **Respect:**
We have self-respect and respect for others.
- **Care:**
We support others and take care of the world in which we live.

- **Belief:**
We explore our faiths, beliefs and attitudes.
- **Cooperation:**
We make a positive difference; we cooperate with others and make friends.

Things to consider:

- How accessible is the Scouts venue?
- Can volunteers get hold of the Team Leaders and Team Members?
- Has the welcome process been explained?
- Is jargon absent and language appropriate?
- Are newcomers assigned a mentor or buddy?
- Have new volunteers been introduced to their team and the wider teams (if applicable)?
- Have team tasks been discussed?
- Has the new volunteer been allocated a task?

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Discuss why the Promise is important.

- Share with others how you've personally lived your Promise this week.
- What can you do in your team to ensure the Promise is part of everything you do?

As UK Scouts we'll:

commit to Equity, Diversity and Inclusion in everything we do, making sure everybody has access to our activities and can thrive in Scouts.

5 mins

Describe: **Equity**

Think of some examples, in Scouts, where it's vital to make sure that our commitment to equity is being followed.



Variations of the Scout promise can be found here:

Scouts is open to everyone; we don't identify exclusively with one faith.

As an inclusive and values based movement, we support our members to engage with spirituality in an exciting and meaningful way.

Celebrating and understanding differences, including differences in faiths and beliefs, is an important part of the educational and developmental side of Scouts.

Anyone who shares our fundamental values can be a Scout. Every Scout's unique, but they find common ground in their shared Scout values and make a commitment to them through the Scout Promise and Law.

It's important that Scouts is inclusive, so there are variations of the Promise to reflect the range of Scouts' faiths and beliefs.

The different versions of the Promise can be said together at the same time.

What's Equity?

In the simplest terms, equity means fairness, which isn't necessarily the same as equality.

Equity isn't about everyone getting the same thing. Instead, it's about everyone getting what they need, to improve the quality of their situation.

In Scouts, this might mean someone getting a grant to attend a jamboree or having the use of a scooter

on a walk due to mobility issues. In Scouts, we make reasonable adjustments to ensure there is equity.

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5 mins

Describe: **Diversity** In your opinion, on a scale of 1-10 (1 being poor and 10 excellent), how diverse is your team?

What can you do to improve this score?

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Describe: **Inclusion** What factors should your team consider to create an inclusive environment that allows all Scouts to thrive?

What's Diversity?

Make sure your adult volunteers offer young people diverse role models and reflect your local community.

This means considering gender, ethnicity, sexuality, age, and disability. It could also mean thinking about class, faith, and national origin, depending on your community.

Check that volunteers involved in recruitment actively seek volunteers from demographics that are currently under-represented.

Inclusion is a human right.

The aim of inclusion is to embrace all people, irrespective of race, gender, disability, medical or other need.

It is about the removal of barriers and giving equal access and opportunities to all.

When thinking about Inclusion, it's vital to consider Demographics, Culture, Processes, the Physical Environment, Use of Language, and Legal Requirements.

•**Demographics** – the type of people the Section and Leadership Team attracts.

•**Culture** – how welcoming and supportive the Section or team is.

•**Processes and the Physical Environment** – how easy the Section makes it for all people to thrive in Scouts.

•**Use of Language** – making sure how we communicate is appropriate in any given situation.

•**Legal Requirements** – making sure the law isn't breached.

This means, together, we'll do our best to:
 recognise and celebrate all volunteers for their contributions, no matter how long they volunteer for or the amount of time they give.

5 mins

Make a list of how you might recognise or thank a volunteer for the following:

- Running a game or activity.
- Planning a menu and purchasing the food.
- Researching/sourcing equipment for the team.
- Producing an article for publication.
- Taking on a lead role in the team.
- Helping with a Section for 25+ years.
- Investing their first youth member.
- Writing a series of risk assessments for an event.
- Stopping to help at an accident on their way to work.
- Supporting a leader to complete their training.

This means, together, we'll do our best to:
 cooperate with each other to make a difference to young people.

10 mins

As one of our values, cooperation is central to both how we act and behave.

Spend some time discussing how you've made a difference by cooperating with one of these:

- **A Team Member**
- **Another team**
- **A youth member**

Reflect on how it went?

Who did which roles?

How did you make decisions?

What did you do if things weren't going well?

Did everyone get an opportunity to contribute?

What was the outcome?

Some ideas to thank volunteers:

- Send a thank you card or letter.
- Give someone a call or even just a text.
- Bake a cake for your exec or leaders.
- Give out 'thank you' presents at the AGM.
- Tell other people. Passing on praise only adds to its value.
- Find what sweet treats or flowers they like and send them some.
- Thank people publicly in the group's newsletter.
- Take photographs at events and pin them up at your HQ.
- Have a coffee morning for those involved.
- Make a video of the young people saying, 'thank you'.
- Recognise achievements or hard work with a formal Scout award.
- Tie in your thanks with a special event or throw a surprise party.
- Send a 'thought you might like to know' letter to the person's employer which acknowledges their contribution or award.
- Ask the District or County Commissioner to thank them.
- Nominate them for a local hero award or even an OBE!

Any good partnership requires **listening, flexibility and compromise**. True collaboration means being open to suggestions, critiques and ideas from all Team Members, even if this means changing course. Innovation (and evolution) often stem from considering radically different perspectives.

Success will be achieved if:

- Teamwork is part of the culture.
- The correct resources are in place for people to work together.

- A team has the ability of communicate effectively with all members.

- Roles are clarified and expectations set before a task is attempt.

- Individual strengths and weaknesses are recognised.

- Any conflict or misunderstandings are dealt with at the time.

As a volunteer in Scouts we'll trust you to:
develop yourself by engaging in learning
and new opportunities depending on
what you and your team needs.

**Spend 5 mins
personally reflecting
on what skills or
knowledge you'd
need to be a better
Team Member or
Team Leader.**

This could be...

- **A practical skill.**
For example, how to
light a fire, read a map,
or make a cake in
a mug.

- **Increased
knowledge of an
unfamiliar subject.**
For example,
dealing with bullying,
understanding
neurodiversity,
or welcoming a
new volunteer.

- **Gaining experience
in an area of Scouts.**
For example, the
Scout brand centre,
Squirrel Scouts,
the Wood Badge.

We work hard to provide you, our volunteers, with the tools and tips to help you feel trained, supported and happy in your role.

then ask your team for additional help and information, if needed.

<https://www.scouts.org.uk>

See below to discover more training for your role, allowing you to build on your existing skills and knowledge.

The Scouts website is full of useful information.

We'd recommend you research any queries on the Scout website first,

