



Inclusion toolkit: Sections

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

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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 Section.

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 Section volunteers.
- As part of a team meeting.
- With volunteers from other Sections to learn from and support each other.
- When prompted by a Lead Volunteer.
- Before recruitment drives.
- With your Young Leaders or Explorers.
- During programme planning.
- Whenever you'd like to reflect on your inclusivity.

The toolkit

What's the gender diversity of the Section?

Growing: The Section is mostly or entirely made up of one gender, such as all boys.

Steady: There's some gender diversity, but it doesn't yet reflect the wider community.

Strong: The Section has a good gender balance and welcomes young people of all genders, or we're single gendered for faith-based reasons.

What can I do in my local area?

- Make sure promotional materials, local social media and websites, imagery and welcome messages include girls and women, and explicitly state that Scouts is for everyone.
- Use mixed-gender teams when giving talks and running Section nights.
- Partner with schools, community groups, places of faith, faith leaders, community champions and clubs that engage girls and women to introduce Scouts and share opportunities.
- Share stories of inspirational girls and women in Scouts, including Vera Barclay, and [ambassadors](#) such as Ellie Simmonds and Saray Khumalo, to challenge stereotypes and encourage participation.
- Celebrate and run activities or events for awareness days to highlight the achievements and history of girls and women, such as International Women's Day, Women's History Month or Ada Lovelace Day.

What's the ethnic diversity of the Section?

Compare ethnicity demographics of your local area with those of your Section. 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: The Section doesn't reflect the ethnic diversity of the local area.

Steady: The Section somewhat reflects the ethnic diversity of our local area, but it could be better.

Strong: The Section reflects the ethnic diversity of the local area.

What can I do in my local area?

- Use the [Furthering Reach Toolkit](#) to learn more about your local community and find practical tips to help grow your Section.
- Partner with schools, community groups, places of faith, faith leaders, community champions and clubs that engage people from different ethnic backgrounds. Go along to their events or activities to introduce Scouts and share opportunities.
- Share stories of ethnically diverse Scout volunteers and [ambassadors](#), such as Dwayne Fields and Saray Khumalo, to challenge stereotypes and encourage participation.
- Decide how to encourage people from different ethnic backgrounds to join. For example, include people from different ethnic backgrounds in your promotional materials.
- Discover how a Drey has [diversified their volunteer leadership team in Squirrels](#).

Does your Section actively support disabled young people?

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

Growing: Our meeting place and facilities aren't accessible for disabled young 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 young people.

Steady: Our meeting place and facilities are accessible for some disabled young people, but not everyone. Accessibility and reasonable adjustments are sometimes considered when planning activities and events. We make changes to support disabled young 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 Section is for disabled young people. Reasonable adjustments are recorded and reviewed – including changes to our meeting place, programme, uniform and badges.

What can I do in my local area?

- Use the [Accessible Spaces Checklist](#) to identify ways to make your meeting place, programme, uniform 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](#).
- When a young person wants to join Scouts, talk with them and their parents or carers. 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 Section actively support LGBTQ+ identities and

families? This means being open and celebrating diversity, even if you don't think anyone in your Section is LGBTQ+.

Growing: We haven't yet created a supportive environment where young people and volunteers feel safe to talk about sexuality, gender identity or family background.

Steady: We're supportive of young people and volunteers who are open about their sexuality and include different family backgrounds. We're still learning how to support trans and gender-diverse young people and volunteers.

Strong: We actively support all sexualities, gender identities and family backgrounds. We reflect this in our programme, in conversations with parents and carers, and in the support we offer LGBTQ+ young people and volunteers.

What can I do in my local area?

- Learn about and celebrate LGBTQ+ identities as part of your programme by running [activities](#), reading our recommended [stories about your community](#), and using [Stonewall resources](#).
- Find out if there's a [Scout Pride](#) event near you that your Section or Group could join.
- Fundraise for local LGBTQ+ charities as part of [Scouts Fundraising](#) or [Explorers Fundraising](#) activity badges.
- Read our guidance on [supporting LGBTQ+ young people and volunteers](#).

- Check out the [BBC's top tips for having conversations with young people](#) about LGBTQ+ identities and families.

Does your Section actively support young people's faith-based, cultural and language needs?

Growing: We haven't yet considered or made changes to support young people's faith-based, cultural or language needs.

Steady: We make changes to support young people's faith-based, cultural or language needs when asked, or when we think changes are needed.

Strong: We actively support young people's faith-based, cultural and language needs. We reflect this in our programme, conversations with young people, parents and carers and the support we offer to young people. For example, we provide a prayer space for those who need it.

What can I do in my local area?

- Talk to the young person and their parents or carers when they want to join your Section to find out if they need any changes.
- Check out our [Faith and Beliefs](#) guidance to find out how to support, include and respect members of all faiths and of none.
- Read our tips on [supporting refugees and asylum seekers](#).

What Promise wording is offered?

Growing: There's little or no flexibility with the Promise wording.

Steady: We make changes to the Promise wording when asked, or when we think changes are needed.

Strong: We actively support young people to make a Promise that's meaningful to them. We know what to do if the Promise wordings in our Policy, Organisation and Rules (POR) aren't appropriate.

What can I do in my local area?

- Check out our guidance on [making the Promise](#), including how to involve young people in deciding how they make their Promise.
- Look at examples of Promise variations in [POR](#).
- Run a [Promise activity](#) to help young people make their Promise.

Does your Section actively support young people from low-income households?

Growing: We don't yet have any ways to reduce costs to help young people from low-income households take part in Scouts.

Steady: We have ways to reduce costs to help young people from low-income households take part in Scouts, but many people aren't aware of them.

Strong: Our ways to reduce costs for young people from low-income households are public, clear, easy to find and accessible.

What can I do in my local area?

- [Plan a Scout swap shop](#) to help save costs by giving pre-loved items a new home and let parents and carers know about uniform swapping schemes.
- Ask local businesses and organisations for donations of equipment, such as waterproofs or camping equipment.
- Find out if your Group can help with costs for Nights Away and camps.
- Check if your District or County/Area/Region offer discounts for siblings or extra support for low-income families.
- Read this blog on [reaching young people from lower-income areas](#).
- Let parents and carers know about the support available when a young person joins, and don't ask for proof of finances.
- Explore [grants and funds](#) that could help cover costs for young people from low-income households.

Does your Section actively support young people to move up through Sections?

Growing: We don't yet have a clear and consistent process for sharing information or practical tips to support young people moving up through Sections.

Steady: We try to share information to support young people who are moving up through Sections. This usually only happens for disabled young people.

Strong: We connect with young people, their parents or carers and volunteers in other Sections to support all young people moving up through Sections.

What can I do in my local area?

- Run joint Section activities or events, so young people are familiar with volunteers in other Sections.
- Involve young people and their parents or carers in decisions about when and how a young person will move up.
- With consent, share [Individual Support Plans](#) with the volunteers who'll be supporting the young person in their new Section.
- Check out our Section-specific guidance around joining Sections and moving up to the next Section ([Squirrels](#), [Beavers](#), [Cubs](#), [Scouts](#), [Explorers](#) and [Network](#)).