Inclusivity RAG Assessment
Sections

scouts.org.uk/join

#SkillsForLife

Inclusivity RAG Assessment: Sections

The Inclusivity RAG (Red, Amber, Green) Assessment is a tool to help you assess the types of young people joining and taking part in your section, and consider how the section operates.

Our Skills for Life plan sets out our shared aspiration to enable even more young people to access the best possible start in life. To do this we need to ensure that Scouting is diverse (*reflective of society*) and that we operate in a way which is inclusive.

This tool should be used to start powerful conversations about diversity and inclusion in Scouting.

Is Scouting inclusive?

Regardless of how welcoming we think Scouting is, if the young people we attract, retain through the sections and help to achieve top awards are all very similar, then there are opportunities to make the section more inclusive. Scouting achieves amazing things and we want to ensure that even more young people get to experience all that it has to offer.

This tool will help you work out where the section is and where things could be improved in the future. The red, amber and green categories can be used to support section leadership to consider:

- the types of young people the section attracts (demographics)

- how welcoming and supportive the section is (culture)

- how easy the section makes it for all young people to thrive in Scouting (processes)

How to use the Inclusivity RAG Assessment

You should tick the box next to the answer that best applies to the operation of the section for each question. Work together as a leadership team and discuss each question in detail.

To make sure this tool is as beneficial as possible, you should be open and honest when completing it. If there are red areas, this does not mean the section is failing. It simply means there is an opportunity to make it work better. Working out where the section is starting from will be a good foundation for helping us achieve the goals in the Skills for Life plan.

If an area is red it would be beneficial to explore why, look for solutions and agree on practical actions.

For example, if an area is red because '*all members are offered a single wording of the Promise*' it can be quickly moved to green by distributing the downloadable Promise posters.

If an area is red because '*all of the young members identify as the same ethnicity*', start by asking yourself 'does the section reflect the local community?' If it doesn't, a longer term plan should be developed which agrees on proactive ways to reach out and welcome new members.

What can we do next?

Inclusivity RAG assessments will also be completed for the Group, District and County/Area/Region (Scotland). You could share your results with others in the Group, and discuss best practice and tips for making improvements.

The final page of the tool includes some suggestions of what you could do to address any areas for improvement and the resources that can support you.

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What is the gender make-up of the section?

🟥 The section is all male

🟧 Around a quarter of the section is male

🟩 The section is usually gender balanced

You may want to also consider how welcoming your section would be if a young person did not identify as either male or female.

What is the ethnic make-up of the section?

🟥 All of the youth members identify as the same ethnicity

🟧 A small number of youth members identify as a different ethnicity to the majority

🟩 For our area, we are representative of the ethnic mix of the community

Are disabled young people represented in the section?

🟥 We have never had a disabled young people in the section

🟧 We have disabled young people join the section recently

🟩 We proactively seek ways to recruit disabled young people to Scouting

What wording of the Promise is offered ?

🟥 All members are offered a single wording of the Promise

🟧 Youth members could opt to use any wording of the Promise if they wish/ ask us to

🟩 Youth members are supported to explore which wording of the Promise they wish to make

How flexible are the costs for youth members?

🟥 We have no provision in place for members from low income households to access activities

🟧 We have options to help members from low income households to access activities but it isn't public

🟩 Our options to reduce costs for low income households are public and easy to find

Is your meeting place accessible?

🟥 We have never considered how accessible our meeting place is

🟧 We take actions to make our meeting place more accessible when problems are raised

🟩 We proactively consider how accessible our meeting place is regularly

Do you make reasonable adjustments?

🟥 We have never made a reasonable adjustment to support the full participation of a member

🟧 We take actions to make reasonable adjustments to support participation if parents/carers ask us to

🟩 We routinely meet with young people who are disabled or have other needs (faith, language, cultural etc) alongside their parents/carers to agree on reasonable adjustments, which are recorded and reviewed regularly

More information about reasonable adjustments is available at scouts.org.uk/diversity

Is your section open to all?

🟥 We exclude or prioritise membership based on things like faith or gender

🟧 We accept any young person on a first come, first served basis

🟩 We consider whether the backgrounds of our young people reflect that of the local community, and take proactive steps to support underrepresented young people to join.

Support for Lesbein, Gay, Bisexual and Trans* (LGBT) young people?

🟥 We do nothing to ensure that if a young were LGBT, they felt comfortable being open about that in Scouting

🟧 If a young person came out as LGBT, our section would be supportive

🟩 We find appropriate ways to make sure that if a young person were LGBT, they would feel comfortable being open about it in Scouting

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What can we do?

You may have identified areas where you could improve having used the Inclusivity RAG Assessment. We've made some suggestions of what you could do as a result of what you find. You can also find lots of resources regarding Scouting and inclusivity [here](#)

	Demographics	Culture	Processes
Section	• Ensure your adult volunteers offer young people diverse role models and reflects your local community. This certainly means considering gender, ethnicity, sexuality, age and disability, but could also mean class, faith, national origin etc depending on your community. • Ensure Search Groups and Appointment Panel members are diverse, and actively seek volunteers from currently under-represented demographics	• Use the [Parent/Carer Conversational Framework](#) to understand needs of individuals and agree reasonable adjustments (based on disability, faith, culture etc) • Ensure homophobic, racist and negative language e.g. 'that's so gay', is always challenged • Ensure you use the preferred pronouns of each individual eg she/hers, they/theirs, he/ his • Ensure new members are offered all wordings of the Promise equally/ renew the Promise collectively	• Ensure the Programme of planned activities is shared with parents/carers in advance so any reasonable adjustments can be flagged • Use badge flexibility to ensure all young people experience a similar level of challenge when completing badges and awards • Regularly review reasonable adjustments
Group		• Ensure leadership teams of each section work together to share information and support effective transitions • Ensure cost is not a barrier to Scouting, offer flexibility around paying subs, camps and trips, uniform swaps etc.	• Submit accurate ethnicity and disability data within annual census • Complete an accessibility audit of the meeting place
District or County/ Area/ Region (Scotland)		• Invite the [Specialist Advisers for Inclusion and Diversity](#) to deliver training on inclusive Scouting • Ensure targeted provisions (i.e. targeting faith or disability) are fully integrated within the District and open to all • Uphold the [Equal Opportunities Policy](#) and ensure all Groups and Districts are compliant with equality legislation • Consider inclusion from the early stages of planning events, ensuring that large events are open to all and celebrates the diversity of the Movement	• Actively reach out to under-represented demographics when recruiting e.g. visuals, '*we encourage applications/ volunteers from BME individuals*' • Ensure Appointments Committees are reflective of society and ask inclusive questions to welcome all new volunteers • Ensure adult training is accessible (venue, delivery, validation and without cost)