

Inclusion FAQ

What is Inclusion?

Scouting is an inclusive, values based Movement. Membership is open to all those who share our fundamental values. We will therefore make 'Reasonable Adjustments' to ensure that anyone can join and participate in our activities regardless of religion, race, disability, behaviour, etc.

What are 'Reasonable Adjustments'?

What is 'reasonable' will depend on many factors; including available adults, activities, the meeting space, etc. We would therefore seek to have an 'Inclusion Review Meeting' so that everyone (parents/carers, leaders, specialist advisors, etc) can ensure that we are all working together to ensure the highest level of inclusion can be achieved within the bounds of *reasonable adjustments*. This meeting provides the parent/carers the opportunity to share adjustments that they have found work for the young person. These may be adjustments at home, school or other youth organisations. This information is of great value to the Leaders; enabling them to tap into strategies which are already proven to work for the young person.

The output from this meeting would be a document; 'The Adjustments Plan'. Everyone present therefore agrees to the *reasonable adjustments* that will be implemented and who these will be shared with. For example this could be a change to the meeting space, the attendance of a parent and the details of the support expected of them, a 1-to-1 volunteer or a professional carer, etc. Each adjustment is then shared with the indicated people thus ensuring that the adults involved in the routine care of the young person have access to the information they need to implement the adjustments.

Who are the 'specialist advisors'?

We have access to many professional individuals with a vast combined knowledge and experience. This people are willing to give their time for free in helping us with any inclusion issues. These could include teachers, doctors, physiotherapists, occupational therapists, etc. It's also of great value for parents to invite professionals already familiar with the young person to the 'Inclusion Review Meeting'.

How do we arrange a Inclusion Review Meeting?

Anyone involved in the Section or a parent can request a meeting be held. For example, a Leader may suggest that an individual displays challenging behaviour and in order to ensure both the inclusion of the young person in question and the enjoyment of the other young members a review meeting can be called. This would always include the relevant parents and the Group Scout Leader. The request for a meeting should be made to the section leader who will ask the GSL to arrange.

What if the parent refuses to attend?

We would hope this situation doesn't arise but if, after discussion, the parent refuses to attend then the meeting will go ahead anyway and a copy of the notes be made available to that parent.

What if it is decided that the adjustments required are not achievable?

If this occurs then the Group Scout Leader will work with the parent and District to find a more suitable group for the young person to join where the reasonable adjustments could be achieved.