

Terms and Conditions for Adult Membership – Scouts ACT

AIM

The Aim of the Scout Association of Australia is to encourage the physical, intellectual, emotional, social and spiritual development of young people so that they may take a constructive place in society as responsible citizens, and as members of their local, national and international communities.

THE SCOUT PROMISE

On my honour
I promise that I will do my best
To do my duty to my God: and
To (the Queen of) Australia
To help other people, and
To live by the Scout Law

THE SCOUT LAW

A Scout is trustworthy
A Scout is loyal
A Scout is helpful
A Scout is friendly
A Scout is cheerful
A Scout is considerate
A Scout is thrifty
A Scout is courageous
A Scout is respectful
A Scout cares for the environment

PRINCIPLES

The Principles of Scouting, as defined by the Founder, are that *Scouts* should serve their God, act in consideration of the needs of others and develop and use their abilities to the betterment of themselves and their families, and the community in which they live. The three Principles are represented by a code of conduct which characterises all members of the Movement, and are referred to as "Duty to God", "Duty to others" and "Duty to self".

METHOD

The Scout Association of Australia achieves its Aim through a system of progressive self education, known as the Scout Method, the principal elements of which are:

- Voluntary membership of a uniformed group which, guided by adults, and is increasingly self-governing in its successive age groups.
- Commitment to a code of living as expressed in the Promise and Law, the meaning of which is expanded as the member grows towards maturity.
- The provision of a wide range of attractive, constructive and challenging activities, including opportunities for adventure and exploration both indoors and outdoors.
- The provision of opportunities for leadership and responsibility.
- Learning by doing.
- Encouragement of activity in small groups.
- An award scheme which encourages participation in its full range of activities and provides recognition of individual achievements.

CODE OF CONDUCT FOR ADULTS

This Code of Conduct is expected of all adults, members and Associates, uniformed and non-uniformed, who work within the Movement, recognising that at all times they should act responsibly and exercise a Duty of Care.

1. Adults in Scouting respect the dignity of themselves and others.
2. Adults in Scouting demonstrate a high degree of individual responsibility, recognising that at all times their words and actions are an example to other members of the Movement.
3. Adults in Scouting act at all times in accordance with Scouting Principles, thereby setting a suitable example for all.
4. Adults in Scouting do not use the Movement to promote their own beliefs, behaviours or practices where these are not compatible with Scouting Principles.
5. Adults in Scouting act with consideration and good judgement in all interpersonal relationships, both inside and outside Scouting.
6. Adults in Scouting respect everyone's right to personal privacy at all times. They take special care where sleeping, changing of clothing, bathing and ablutions are associated with any Scouting activity.
7. Adults in Scouting avoid unaccompanied and unobserved activities with youth members wherever possible.
8. Adults in Scouting, for their own protection, should avoid potentially compromising situations by ensuring, where reasonably possible, that at least two adults are in attendance whilst supervising and/or accompanying youth members. It is recognised that in certain circumstances, it may be necessary for a leader or adult, whilst acting responsibly and exercising their Duty of Care, to be alone with a youth member.
9. Adults in Scouting are committed to providing a safe environment for youth members participating in the Scout program, their parents or guardians and visitors. That safe environment must be in accordance with Scouts Australia's policy of zero tolerance toward bullying, neglect, emotional, physical or sexual abuse of any kind. Adults in Scouting recognise that abuse can take many forms and can be perpetrated through various mediums, including through technology, and will be alert to abuse in all of its manifestations.
10. Adults in Scouting must report any conduct seen or heard that does not comply with this Code of Conduct. Specifically, Adults in Scouting must report promptly any suspicion or allegation of child abuse of youth members in their care. Where mandatory reporting is required, incident reports must be made to the police or designated State/Territory Authority in accordance with State or Territory Law and the nominated Scouting person should be advised. In all other cases the incident must be reported to the nominated Scouting person who shall report any suspicion or allegation of child abuse to the appropriate authority.

In addition, Rover Scouts acknowledge:

1. A Rover Youth Helper places precedence on the Crew and Rovers before the section they are working in.

MUTUAL AGREEMENT FOR AN ADULT LEADER

As an Adult Leader and volunteer there are some things you have a right to expect from the Scout Association and its leaders. You have the right to:

- a personal interview and placement in suitable position, with consideration given to your personal preferences and abilities;
- training necessary to undertake the position and to add to your knowledge and skills;
- clearly defined lines of responsibility and communication, with sound guidance and direction from someone experienced and well informed about the Scout Movement;
- information in advance about the organisation, its policies, objectives, programs, and new developments;
- receive meaningful recognition for your service and contribution;
- be included in planning and evaluating the program in which you are involved;
- be offered a variety of leadership roles and experiences where practical;
- be heard by a person in authority if you have any queries, complaints or suggestions; and
- receive feedback on your performance.

In turn, the Scout Association expects that you will:

- accept the Scout Promise and the Scout Law, the aims, principles, methods, Code of Conduct and any other rules and policies of the Association;
- accept a duty of care for the welfare, safety, health and happiness of young people while they are your responsibility;
- allow Youth Members in your care to take responsibility for their own program according to their age and ability;
- treat Youth Members with respect and assist in their personal development as individuals;
- recognise the importance of and encourage the spiritual development of Youth Members;
- strive to have open and honest relationships with other adult Leader and Youth Members;
- seek and accept honest feedback on performance;
- serve as a goodwill ambassador for the Association in the community at large;
- accept that the Association may sometimes have to reassign duties or even ask volunteers to leave, and that the final decision in such matters rests with the Association;
- discuss any queries, complaints or suggestions with the appropriate person in authority, so that these matters can be dealt with quickly and effectively;
- adhere to the Association's policies in regard to drugs, smoking and alcohol and ensure that your duty of care to Youth Members is met in these areas;
- be prepared to meet the challenges of helping young people deal with issues such as sex education, child abuse and substance abuse and other relevant community concerns;
- undertake the training necessary for the position sought and complete training to Wood Badge level and continue to keep up-to-date with specialist training courses, refresher courses and program review courses.

RESPONSIBILITY OF ADULTS IN THE SCOUT MOVEMENT

This is primarily for Adult Leaders; however it is relevant to all Adult Members.

The primary responsibility of adults in the Scout Movement is the welfare and progress of Youth Members. The single most important function of the appointment process is to ensure as far as possible that unsuitable adults are not given authority or control over children and young persons.

Our program and our ethic requires us to provide an environment in which children and young people feel valued and secure and can grow as individuals, developing a sense of self worth, personal integrity and increasing competence through the acquisition of skills and achievements. Any adult behaviour which is not supportive of this developmental process is inappropriate.

We have a duty of care to keep Youth Members safe and protect them from physical and emotional harm. In adventurous activities this duty is exercised through sensible risk management and in our program activities this duty is exercised through a respectful, caring, empathetic and friendly relationship with young people. In the selection and evaluation of Adult Leaders their personal standards, character and ability to develop this relationship is much more important than any technical or practical skills or experience.

An Adult Leader's peers and supervisor have a duty to ensure that our code of conduct is complied with. In any situation of doubt the Youth Member's safety and protection must be the deciding factor. No suspect situation may be allowed to continue in deference to the adult's "rights".

Punishment

Adult Leaders do not have any right or authority to punish Youth Members. We do not stand in place of parents. Any physical blow or force is assault and is a criminal offence as is any physical restraint, confinement, or interference with a Youth Member's clothing.

Discipline should be maintained through positive reinforcement (rewarding good behaviour). It should be the bad behaviour which is criticised not the person. Sanctions can be by loss of privilege or exclusion for a short time from some enjoyable activity. Penalties should be avoided.

Touching

There can be good touching and bad touching just as there is good and bad language. A handshake is always acceptable, a hug often is, and a cuddle is usually unacceptable. Touch which gives offence or causes unease is not acceptable. A mature well balanced adult will have no difficulty in determining what is acceptable; young Leaders may need some guidance.

Relationships

The Scout Association affirms a duty to its Youth Members for their welfare and development. Adult Leaders accept a responsibility to the Association to care for Youth Members and deliver the program. Adult Leaders do enjoy Scouting and they do benefit from the training and experience it brings, but they stand on the other side of a dividing line where on one side Youth Members are entitled to benefits and protection and on the other, adults are part of the delivery process. The correct relationship between an Adult Leader and a Youth Member is that of instructor, guide, dispassionate friend and protector, very much like a teacher/pupil relationship. It is a position of integrity, trust and maturity. Circumstances do arise where there is little age difference between a young Adult Leader and a senior Youth Member and a quite natural amorous relationship can develop. In such a circumstance the Adult Leader concerned should withdraw from the Section because the proper adult to youth relationship cannot be maintained.

Language

The Scouting ethic requires that we do not use bad language in our association with any members. There is nothing "adult" about frightening a Cub by swearing at him/her or trying to be "one of the boys" by using foul expletives with Venturers or Rovers. Language should be acceptable to the reasonable onlooker and appropriate to the development of good citizenship.

Cultural

Scouting is a world wide, multicultural movement. We welcome people to membership irrespective of race, culture, creed or wealth. Youth Members are strongly influenced by the behaviour of Adult Leaders. We need to be sensitive to the traditions and beliefs of various cultures and avoid words or actions which "put down" any culture or peoples.

Harassment

Harassment is ongoing niggling, disparagement or belittling of individuals and, for instance, includes a group of Youth Members excluding one from an activity or game. At its least extreme it breaks down the positive and protective environment we seek to develop and at its worst it is emotionally harmful. It is contrary to our objective of individual growth and development.

General Conduct - Adult Leaders should not:

- Sleep in the same tent or confined quarters as Youth Members.
- Show favouritism for particular Youth Members.
- Invite one Youth Member alone to your home.
- Have private talks with individual Youth Members away from the presence of other Scouts or adults.
- Go on a hike or activity with one Youth Member alone.
- Demonstrate first aid on a Youth Member.
- Assist Youth Members with personal hygiene or dressing except where health or disability requires it and then only in the presence of another adult.

General Duty

Each Adult Leader's responsibility goes beyond the confines of his or her specific appointment or their own Youth Members. Situations of inappropriate adult conduct or abuse can only be terminated by the intervention of another adult.

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