

# Inclusivity Report

This report has been created using the verbatim responses of adults and young people who attended the 2016 #YouShape event in Doncaster, completed an online survey or commented through social media during #YouShape week.

YouShape presented a positive opportunity to reflect on some big, conceptual questions. The age group present offered a valuable opportunity to explore inclusion both from the perspective of an adult delivering Scouting, and also through the eyes of the recipient/ young person. This is incredibly important to our area of work as inclusion impacts on every member of Scouting, and for it to be successful every member must play a part.

The outcome of the session consolidated a number of concepts which we were already aware of and also generated a breadth of new ideas.

No notes taken from the event focused on inclusion being difficult, taking too long or not being a priority. These are common barriers identified by adult stakeholders.

Overall, the event demonstrated that young adults in Scouting appeared to be;

- Confident when discussing inclusion (exhibiting a heightened awareness of multiple strands).
- Focused on Scouting itself being flexible and needing to make adaptations .
- Willing to ask for guidance and seek support.
- Understanding of why inclusion is relevant to Scouting.

A key new idea which emerged during #YouShape was the centrality of the role of the Young Leader and the transition from youth member to adult volunteer. This role offers an exciting opportunity to role model good practice (both to young people and adults), challenge out of date practice and/or opinions and practically support inclusion at Group/local level.

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## Conference session

Participants at #YouShape were given a brief introduction to inclusivity within Vision 2018, the Equal Opportunities Policy and they viewed the Inclusion Matters video. Participants were then invited to discuss three key questions relating to inclusion and then, to close the session, generate their own definition of 'Scouting For All'.

### What are the benefits of diverse and inclusive Groups in Scouting?

**Purpose of question:** We hoped to gauge an insight into the perceptions of inclusion and whether or not young people felt this was an important and/ or relevant topic. Feedback from adults often demonstrates a lack of clarity relating to diversity and inclusion; adults often appear daunted by the concept and sometimes unclear about why inclusion and diversity is important in Scouting.

#### Young people commented:

'...improves everyone's experiences'

'...breaking barriers...removing Scouting stereotypes'

'...the more open-minded leaders are, the more open-minded the young people are'

'...understanding and tolerance...breaks down barriers'

'...allows us to make change locally, nationally and globally'

#### Outcomes:

Young people defined the benefits of diverse and inclusive Groups in a number of key areas. They focused on brand impact, growth, youth members' experiences and the role of Scouting as an agent of positive social change. The feedback is particularly interesting as adults surveyed previously had not made such broad impact links.

**Brand:** A number of groups highlighted the link between inclusivity and improving public perceptions of Scouting. Comments focused on common misconceptions of Scouting and the opportunity to showcase a diverse public-facing image of Scouting to people locally and nationally. Improved brand perception was also linked to growth and the opportunity to attract more adult volunteers and young people.

**Youth member experience:** Participants summarised that increased inclusivity would improve everyone's individual experience in Scouting as no-one feels left out and it offers more young people life changing opportunities. The concept of wider opportunities for young people was taken to mean both offering more opportunities to young people who may have previously experienced barriers (real and/or perceived) to accessing Scouting, and broadening the variety of experiences and opportunities for those already involved. More diverse groups were identified as having a valuable impact as they offer young people opportunities to enjoy Scouting with a range of different people; thus making them more aware and empowering them with the confidence to include others. This extended to preparing young people more effectively for adulthood, particularly in relation to employability.

Participants suggested that the more open-minded leaders are, the more open-minded the young people are, highlighting the importance of positive adult role models within Scouting. Young people view adults as being the 'leaders' of positive change in Scouting so there is an urgent need to better equip all adult volunteers with the confidence and skills to proactively support inclusion locally. Young people are aware of the hierarchical nature of Scouting and are conscious of the need to positively challenge this and take adult volunteers along on the journey.

**Positive social change:** Participants highlighted the role Scouting can play as an agent of local, national and global change; noting that 'more educated young people- take back to their own communities'. Young adults recognised the important role that individual Scouts could play, as agents of positive change in relation to inclusion. This is an exciting link as it reflects the sense of pride and empowerment young adults feel in Scouting, but it also recognises that exclusion and discrimination continues to be a challenge throughout society.

Participants repeatedly referred to the need for greater cultural tolerance and a mutual understanding (particularly in relation to faith). A number of groups referenced increasing Islamophobia within the UK society as a concern and an issue which Scouting could positively reduce. Scouting was broadly seen by participants as having a significant presence throughout the UK to influence and promote mutual tolerance and understanding. Faith and disability were the main strand topics within participant discussions, with multiple tables questioning POR and the caveats within rules which allow exclusive faith-based units and groups for young people with disabilities.

## Who is responsible for inclusion?

**Purpose of question:** To get an idea of where young adults feel the responsibility for inclusion lies. This was an important opportunity to find out who young adults consider the key stakeholders, and to look out for new ways to engage audiences.

### Young people commented:

**'EVERYONE'**

**'It is the peers' job to make it a normality'**

**'Leaders are responsible for being empowered to ask [for support] and sharing relevant information [about a young person]'**

Who is responsible for inclusion?

**Everyone!**

**Outcomes:** Overwhelmingly, young adults stated that inclusion was everyone's responsibility, identifying a number of sub-sets with specific responsibilities. 3 sub-sets of responsibility emerged from participant discussions; peers, leaders (adult and Young Leaders) and those responsible for the Scouting brand.

**Young people:** The role of young people focused on their role to embed and 'normalise' inclusion, particularly reasonable adjustments. Young people learning about difference and developing awareness and tolerance, was identified as an important outcome of the Scouting. Teamwork skills also featured as an opportunity for young people to demonstrate inclusion.

**Leaders:** Leaders were highlighted as the key stakeholders in practically embedding inclusion. Responsibilities included positive role modelling, effectively challenging exclusion and identifying individual support needs. The need to promote a culture of seeking help, accessing training and sharing good practice and information was also listed as important. Both adult leaders and Young Leaders have a critical function as positive role models and champions of inclusion.

**Brand:** The brand/ HQ media and communications teams were highlighted as having a key place in promoting inclusion awareness and support for members, and also reaching out to new communities. A strong link to Community Impact was also identified.



#YouShape

## What does an inclusive section look like?

**Purpose of question:** To gain a clearer picture of how young adults in Scouting define inclusion at a local level. We aimed to provide adults with a clearer expectation and equip them with a confident practical understanding of what good practice looks like in the specific context of Scouting.

### Young people commented:

'...buddy systems popular'

'...young people able to use teamwork to encourage peers to be included'

'...don't plan something which excludes someone else'

'...leaders that can adapt to meet the needs of everyone'

'...facilities that make you feel comfortable'

'...it's not about owning the resources, it's about having access to resources'

**Outcomes:** Young people placed a significant focus on Scouting doing more and on offering further support to adult members to support training. This focused on training and awareness; alongside improved access to funding. Interesting themes emerged, again embedded within the ethos of Scouting, which focused on teamwork being a way to ensure inclusion amongst peers. There was also a strong link to fairness and enabling all young people to have equal access, which was coupled with an awareness that this should be inherent, or delivered in a discrete fashion, focusing on the need for all individuals to feel the same.

Much of the feedback highlighted the need for more adult training in this area to better equip leaders with the confidence to implement inclusive practise. Young people recognised that inclusion is a vast topic and to deliver inclusive Scouting leaders don't need to be experts, but need to feel comfortable seeking support and working together.

Many groups commented on the perceived financial challenges of delivering more inclusive Scouting. This both highlighted the need for accessible meeting places and the need for further socio-economic innovation in regards to inclusion. Young people appeared comfortable discussing finance and were highly motivated to share local assets in order to include more people.

A key discussion topic was singular faith-based units. There was some disagreement as to whether or not these had a place within Scouting today.

Most groups were concerned about the real and perceived representation of Scouting, particularly at parades and the challenge of making these more reflective.

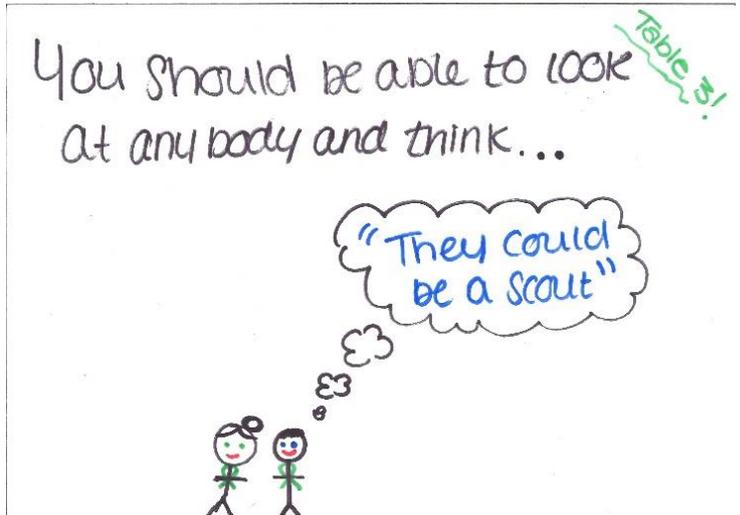
A small number also commented on issues relating to rural isolation and the need for Scouting to look at the use of different languages. This was in relation to growing the international learning elements of the Programme (possibly reflecting young adults' increasing awareness of the need for a second and third language to improve employability), but also from a local community perspective, highlighting the need to proactively welcome more people to Scouting.

Some challenging questions also emerged in relation to inclusion and the support available to adults with additional needs and disabilities within Scouting.

## Define Scouting For All

**Purpose of question:** Scouting For All is a key catchphrase associated with inclusivity and Vision 2018. Establishing a shared understanding of this phrase is a key to ensuring the Movement has a mutual understanding of diversity and inclusion.

### Young people commented:



'...providing a safe environment for young people and adults that is non-judgmental, free from discrimination and is inclusive and accessible to all.'

'Scouting is about providing life changing experiences for any young person, irrespective of differences.'

'The awesome experience for everyone that provides a sense of adventure and enjoyment, whilst allowing people to reach their goals and make lasting friendships, but mostly to have fun!'

'Scouting for all is when everyone in all levels of the Movement are treated equally, are included in activities and decisions, feel valued and accept the diversity of those within Scouting.'

'One big family who accepts, encourages, understands everyone's diverse needs.'

**Outcomes:** As anticipated, participants generated a broad spectrum of responses. Underlying themes focused on the concept of family, a feeling of acceptance and belonging, and equal access for all. Overall, young people were positive and focused on what Scouting needs to do, reflecting that inclusion is at the very core of Scouting's fundamental values.

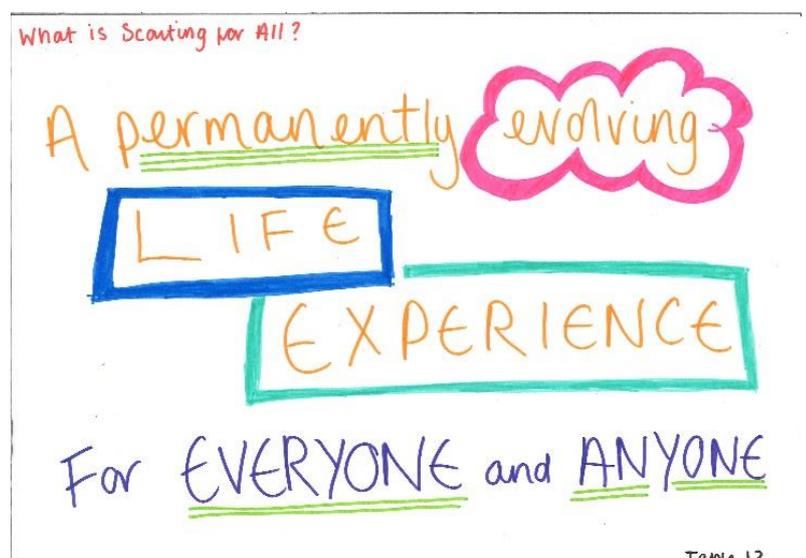


Table 12

An observation from the findings is that young adults within Scouting have a seemingly heightened awareness of Scouting values, and the impact they have on young people's life chances. The positivity and resolve that this should simply be a part of what Scouting does, offers an opportunity previously not harnessed to enthuse adult members. This is particularly noteworthy in terms of decision makers and influencers, who often consider inclusion to be challenging and less important than other key areas. This provides an opportunity to engage them in initiatives and messaging on this theme, which has not been dictated by HQ. Local Youth Commissioners and Young Leaders will need to be considered as a key stakeholder group in future diversity and inclusion considerations.