

mixed scouting ongoing learning – workbook

understanding the principles of mixed Scouting

adult  training



Who is this workbook for?

Mixed Scouting is an ongoing learning module. It is for adults who have completed their Wood Badge and are required to complete five hours ongoing learning a year.

Using the workbook

This workbook is a method of completing the learning necessary for the *Mixed Scouting* ongoing learning module. Although the same topics are covered in the training course, these may be covered differently in the workbook.

While using the workbook you will see a number of symbols and terms:

Exercise – this is an exercise for you to complete.

Example – this is an example for you to study and relate back to either the test or an exercise.

Pages are included at the back of the book for you to add your own notes. These can be used for a group setting in noting others ideas or to take notes when you discuss this module with your line manager. If you require extra space, attach additional sheets as necessary.



Exercise



Example

What does this workbook cover?

The topics covered in this workbook are in four sections:

1. Definitions and benefits
2. Communicating the policy and recruitment
3. The Balanced Programme
4. Action plan

Where should I begin?

How you progress through this workbook is your choice, however, it is recommended that section one is completed first.

Resources

Before you sit down and begin this workbook you might want to read the following factsheets:

- *Opening a new Scout Group or Section* (FS 500011)
- *Managing Colony Waiting Lists* (FS 155058)
- *Scouting in the Youth Service* (FS 140096)

The *One Movement Working Together* leaflet will also be of use. This can be downloaded from www.scouts.org.uk/onemovement Alternatively, call the Adult Training Office at Gilwell Park on 0845 300 1818.

How is this module validated?

There is no formal validation for ongoing learning modules. You will be asked to produce an Action Plan and this can be used to demonstrate that you have completed the module when you discuss this course with your line manager.



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Editor's note

Although in some parts of the British Isles Scout Counties are known as Areas or Islands, and in one case Bailiwick, for ease of reading this workbook simply refers to County/Countries.

Mixed Scouting

Ongoing learning - workbook

Aim

To help adults understand the principles of mixed Scouting so that they can develop mixed local provision. It is written as an ongoing learning module for all those who have completed their Wood Badge, including Section Leaders, Assistant Section Leaders, line managers (Group Scout Leaders, District Commissioners, etc) and Sectional Supporters, such as Assistant District Commissioners. Others who are involved in making facilities available (e.g. Group Executive members and parents) may also wish to participate.

Objectives

By the end of the module, participants will be able to:

- 1 State the policy of The Scout Association on co-education and mixed Scouting.
- 2 Define what is meant by co-educational and mixed Scouting.
- 3 List the benefits of mixed Scouting for boys and girls, young men and young women.
- 4 Identify methods to inform others about mixed Scouting and to promote it to others in the community.
- 5 Identify potential local barriers to mixed Scouting and methods of overcoming them.
- 6 List methods of recruiting girls into a Section/Group.
- 7 Recognise factors that need to be considered when delivering the Balanced Programme to a mixed Group/Section.
- 8 Plan the development of mixed Scouting in their Section and Group.

Section one: Definitions and benefits

The Scout Association's policy on mixed Scouting affects all of us. Here are some questions to get you thinking about the issues.



Exercise 1

Please write your answers in the spaces provided.

What do we mean by:

Co-educational Scouting

Mixed Scouting

As of January 2007, what is The Scout Association's policy on mixed Scouting?

What is your role in implementing this policy?

Here are the formal definitions:

Mixed Scouting is boys and girls, young men and young women doing their Scouting together in the same Section and Group.

Co-education is defined as educating both sexes together. In Scouting, it is more than just planning and delivering a weekly programme for the male Members of the Section and 'letting the girls join in'. It is 'when a Section offers a Balanced Programme of everyday adventure which questions gender stereotypes and values a range of attributes within individuals'.

The Scout Association programme material has been written to support co-education, however, further advice to specifically support issues surrounding co-education can be given from the Development and Diversity department at Gilwell Park.

As for The Scout Association's policy, girls have been Members of Scouting since Venture Scouting went mixed in the 1970's. In 1991 Scout Groups were allowed the option to open all Sections to girls. As of 2007 membership is equally open to girls and boys from their sixth birthday and all Groups are required to make provision for mixed Scouting in all of the Sections.

We recognise that there is a wide spectrum of views about this policy. Some people have deeply held views against it, based upon either personal values or beliefs about the way mixed Scouting impacts on Scouting in their Group. The Scout Association's official view is that in the 21st century, life is about young people living and growing together and that social and moral education is best done in a mixed environment. Our experience since 1991 has also shown us that our programme is equally suited to girls, that mixed Scouting has a positive impact on Groups, and that it has little effect on Girlguiding UK's membership figures. Essentially, we can no longer justify gender being a bar from a young person participating in what Scouting has to offer.

Therefore the policy is founded in a strategic decision to make the Movement inclusive and to be open to all who wish to join, irrespective of their gender.

If you have any misgivings about mixed Scouting after completing this module, please see the Frequently Asked Questions Appendix 1, or discuss them with your line manager.



Exercise 2

Let's now consider the possible consequences of mixed Scouting. Please read through the list below and decide whether each item is a benefit (for young people as well as Scouting itself) or a challenge.

- More diverse membership
- A less competitive environment
- Have to make changes to Nights Away arrangements
- Wider pool of potential members
- Allows all the family to be involved
- Loss of Leaders
- Some boys will leave
- Boys find it difficult moving from a single-sex to a mixed-sex environment
- Males and females working together
- Diverse range of skills
- Have to plan less 'boisterous' activities
- Boys lose out on the opportunity to develop in a single-sex setting
- Increased cooperation
- Better standards of behaviour
- Young people get distracted by members of opposite sex
- Have to buy new equipment e.g. more tents
- The Movement is more attractive to volunteers
- Male and female role models for all young people
- Leaders have to deal with relationships between members of Section
- Have to make changes to the programme

Enter the above statements into the appropriate column in the spaces below.

| Benefits | Challenges |
|----------|------------|
| | |

Benefits

Challenges

| | |
|--|--|
| | |
|--|--|



Exercise 3

How do you think the challenges can be lessened and even turned into benefits to the young people and their Scout Group? Write your ideas below.

We have found that typical benefits include:

- A more balanced and natural environment in which young people can develop
- Male and females learning and working together on equal terms
- A more diverse range of skills, qualities and interests within the Section
- A wider pool from which to draw Members
- With more Members, a stronger programme.

Often negative attitudes towards mixed Scouting are founded on challenges that are identified (sometimes wrongly) and are not then looked at further to be resolved. However, it is possible to look at the challenges facing mixed Scouting and to seek to find ways to tackle them, perhaps even changing the outcome to a benefit.

Below are some examples:

- **I would have to make changes to the Nights Away arrangements/have to buy new equipment**

In Scouting thorough planning is required for all activities, therefore, making arrangements for Nights Away experiences will be incorporated into the planning stage. You will need to ensure separate washing/toilet facilities for girls and boys, and if possible separate sleeping areas. This might be an opportunity to renew camping equipment, but it does not necessarily mean that you have to buy new equipment. It might be possible to use existing equipment in a different way. It is best practice to have a mixed Leadership team. This could be used as an opportunity for a recruitment campaign. Today, many people prefer to volunteer in a flexible way, rather than committing to an evening in a week, so just helping out for one event might be more appealing to them.

- **Leaders will leave**

Leaders who are uncertain might like to visit a local Group that is already mixed, or take part in a large event that is mixed. If they are adamant that they do not want to continue working with young people in a mixed environment, then they might be willing to take on another role in Scouting. It may also encourage Groups to hold a recruitment campaign. This will introduce more people to local Scouting and can possibly recruit more leaders than they had before. New people will bring new skills and add a different dynamic to the Group. It may also attract people who like the fact that it is mixed and were put off by the idea of running a Group just for boys.

- **I would have to make changes to the Programme**

This is a misconception. The Balanced Programme is designed to work in a mixed sex setting. However, it does not stay the same over time: as the young people in the Section change, Leaders change their programme to meet their needs. This happens regardless of whether the Section is equally balanced across the sexes, or if there is a majority of one sex. Enabling all young people to join the Section might lead to new suggestions of activities and new ways of doing things, adding to this natural development of the Programme.

- **Some boys will leave**

Some young people might not fully understand the background to the mixed Scouting policy, and if their experience of Scouting has always been in single-sex Sections, they might not even realise that girls have been members of the Association for many years. When Leaders are discussing mixed Scouting with the current members of a Section, they should make it clear that the activities that they do will not change. It should be explained in a way that young people can understand and relate to.

- **Boys will find it difficult moving from a single-sex to a mixed-sex environment**

The society that the young people grow up and develop in involves men and women living and working together. Mixed Scouting provides an environment that reflects the world the young people will grow up in and they will benefit from developing with each other where stereotypes are challenged and the values of individuals are appreciated.

- **I will have to plan less 'boisterous' activities**

Some young people may not enjoy contact games, regardless of their sex. Leaders should always consider the needs of the individuals within the Section. On the other hand, girls want to join Scouts because they want to take part in the activities that are provided. If the balance of activities suits the members of the Section there may not be a need to do anything differently.

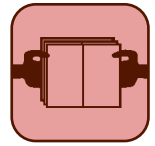
- **Boys will lose out on the opportunity to develop in a single-sex setting**

There is still flexibility to provide single-sex activities for young people, perhaps to meet a particular local need. This could happen on a long-term or short-term basis. Activities can be run in single sex groups if it is appropriate, and it is possible to have single-sex Sections. But every Group has to ensure that all young people are given equal opportunity to join, progress through all the Sections, and take part in the activities that the Group provides.

- **Young people will get distracted by members of opposite sex/Leaders have to deal with relationships between members of the Section**

The forming of relationships (both sexual and platonic) is part of the normal social development for all young people. Young people may form relationships with others in Scouting and outside Scouting. As role models for young people it is likely that Leaders will be approached about a wide range of issues. Scouting provides a supportive environment for young people to discuss their questions and concerns about relationships, sexual behaviour, and sexual morality.

Example



Read through the examples below of mixed Scouting in practice. Think about how you would respond if you were in the same situation.

Diversity in the Troop

Girls have been members of a Scout Troop for several years. However, although the Troop is large, there have only ever been one or two girls at a time. Apart from a notable few, girls don't usually last as long in the Troop as boys who join at the same time. The Scout Leader feels that there are underlying problems why they don't attract many female members and why the girls don't stay.

How would you respond?

Ways to respond:

- Speak to the girls or parents to find out why they have left.
- Create a form that is sent afterwards to gain feedback.
- Include the girls with the boys when putting together the programme.
- Make sure the girls have the same opportunities and responsibilities i.e. making them Patrol Leaders.

Male and female role models

A local newspaper has recently run an article about the higher than average number of single parent families in the local area, and that nearly all of the teachers at the local primary school are female. There was a concern that many young people were growing up with few male role models in their lives. The newspaper has contacted the Scout Group and asked for information about how Scouting addresses these issues.

How would you respond?

Ways to respond:

Before you carry on, take a pause to think about what you could do.

- It is best practice to have both male and female Leaders in a Group.
- The Promise made by the adult is the same as the young people and the young people should see the adult modelling these values.
- Scouting will put an adult in touch with these young people on (in most cases) a weekly basis, offering them continuity in their relationship with the adult.
- Scout Leaders have a unique role not as a parent or teacher but as a person whom the young people experience adventure and new opportunities with. It is a safe environment for young people to develop in, with adults who want to help them fulfil their potential.

Mixed activities

Ever since you have been a Scout Leader you have noticed how the boys in your Troop have shown great enthusiasm and competitiveness towards the game of football. Asking to play football has become a weekly occurrence and if you have time spare you will always try and fit it in. However, since your Troop has become mixed you have noticed some issues. When the boys pick the teams they always pick the girls last and when the game is played the boys will rarely pass the ball to the girls, leaving them feeling left out of the game. Because of these issues the girls seem unhappy to play the game, and this is a concern, especially because two of the girls play football for their school and their local club.

How would you respond?

Ways to respond:

- The programme offered should be balanced.
- The programme should reflect the young people in your Section.
- You could include a rule that all members of the team have to touch the football before a goal can be scored.
- You could select teams by a method that does not have captains.
- You could address this issue with the young people and encourage them to change their behaviour.

Section two: Communicating policy and recruitment

Introducing the new policy on mixed Scouting does give us all an opportunity to present a very positive message to others in our local communities, and to recruit more people into Scouting. In this stage we will consider how we can go about communicating and recruiting.

Exercise 4

Take your time here to think about the following questions.



Who in your local community would you like to inform about mixed Scouting?

What local barriers exist that will hold back the development of mixed Scouting?

What practical steps can you take to present the local community with accurate information and to reduce or remove local barriers to mixed Scouting?

There are many people in your local community who you might like to inform about mixed Scouting. Many of them may not be aware that Scouting is mixed, and has been for many years. Every Scout Group is different but the list might include:

- Parents of current and future members
- Sponsoring authorities
- Other local youth organisations
(for example Girlguiding UK, Combined Cadet Forces, etc)
- Local authority youth services
- Local faith groups
- Local schools
- Local media
- Community fundraising and supportive groups
(e.g. Lions Club, Ladies' Circle).

The lack of awareness that Scouting is mixed may be one of the barriers that holds back the development of mixed Scouting in your area. There may also be other barriers such as the attitudes and assumptions of people, both inside and outside Scouting. There are many ways that you can overcome these barriers, and how you tackle them will very much depend on your local situation. Some things that Scout Groups have tried include:

- Awareness raising so that parents of current and prospective members know that the Group is open to all
- Articles in local media
- Building relations with other local youth organisations – to explain our mixed Scouting policy
- Recruitment drive for Leaders/young people

Exercise 5



In order to run mixed Scouting it is important to recruit girls. This requires positive communication to the right audience.

Write in the space below different methods you use/could use to recruit girls:

Examples that have been implemented by mixed Groups when recruiting girls include:

- School presentations
- Articles in local media
- Bring-a-friend evenings
- Encouraging sisters, cousins and other young female relatives of existing members to come along.
- Using publicity material that feature both sexes

Please take the opportunity to share your ideas from this section at your next Group or Executive meeting. Then together develop action plans to communicate the message and to recruit more members into the Group.

Section three: The Balanced Programme

The Scout Association's Programme has great appeal to both boys and girls. Each Section has a number of Programme Zones from which ideas can be drawn and by using material and badges from each zone, a Balanced Programme will emerge.

A Balanced Programme is rather like a balanced diet and just as a young person's health will benefit from a diet that includes a mix of starches and carbohydrates, fruits and vegetable, dairy products and proteins etc, so will their personal development be well supported by a programme based around the outdoors, fitness, community, creativity and beliefs and attitudes etc.

The skill for the Leader is to ensure that all the elements that support the programme, such as the facilities, the mix and attitude of the Leaders and the accommodation provided, as well as the programme content, will be equally suitable for both boys and girls within the Section.

Exercise 6



Look at the list of activities below. List what factors may need to be considered e.g. facilities, Leaders, accommodation, and participation when running them. Add any other activities/events you feel may need consideration. In the final column write down how you can address some of these factors.

| Activity | Factors | Solution |
|---|---------|----------|
| Climbing for Scouts | | |
| Two-night hiking and camping expedition for Explorer Scouts | | |
| Day trip to a local city farm for Beaver Scouts | | |
| Swimming gala for Cub Scouts | | |

| Activity | Factors | Solution |
|--|----------------|-----------------|
| A Nights Away for Scouts at a camp | | |
| A nights away for Cub Scouts in a Scout Meeting Place (with one large hall and a smaller room to the side for Leaders to sleep in) | | |
| Own Examples: | | |

Your answers could have included:

Climbing

If the young people need to get changed into appropriate clothing before taking part in the activity, separate changing facilities for boys and girls should be available.

Instructors will be familiar with the techniques used to ensure that all young people are wearing their harnesses correctly and safely. Leaders might wish to mention in advance that the Troop is mixed.

Expedition

Separate sleeping areas must be provided for males and females when possible. However, this may not always be the most safe or practical arrangement, for instance if there is one girl in a group of four, then it would be safer for her to sleep with the rest of the group than sleep alone. Young people and their parents must be consulted before the event and be happy with the arrangements.

Facilities for disposing of sanitary towels and tampons should be provided, and the Leaders should carry spares in case of unexpected emergencies. If staying in a campsite, there should be sufficient toilet and washing facilities to ensure the privacy of the young people.

City farm visit

It is good practice for the adult Leadership team to include male and female members to ensure appropriate supervision, for instance to assist with toilet trips.

Swimming gala for Cub Scouts

There should be separate changing facilities for males and females.

It is good practice to have a mixed Leadership team to ensure appropriate supervision for the nature of the event, location and young people involved.

Scout camp

It is good practice to have a mixed adult Leadership team. Remember, not all the adults need to be Section Leaders, and so this might be an opportunity to get parents or other friends and relatives involved.

There should be separate sleeping areas for girls and boys. However, there might be occasions when this is not possible, for instance if there is one girl in

the Troop, and it would be safer for her to sleep with other members of her Patrol than sleep alone. Young people and their parents must be consulted before the event and be happy with the arrangements.

There should be sufficient toilet and washing facilities to ensure the privacy of the young people. Facilities for the disposal of sanitary towels and tampons should be provided, and Leaders should arrange a supply of spares in case of unexpected emergencies. There might be occasions when a girl starts her period on camp, or is caught suddenly. Leaders should be prepared to support her discreetly and sensitively, as they would with any personal difficulty that a young person encounters on camp.

Cub Scout Nights Away

It is good practice to have a mixed adult Leadership team. Remember, not all the adults need to be Section Leaders, and so this might be an opportunity to get parents or other friends and relatives involved.

There should be separate sleeping areas for girls and boys. However, this might not be possible if the large hall is the only accommodation available. Solutions might be to screen the hall off into two sections, or putting up hike tents indoors. There might be occasions when separating girls and boys for sleeping is not possible for safety or practical reasons; for instance, if there is one girl in the Pack, it would be safer for her to sleep with the other members of her Pack than sleep alone. Young people and their parents must be consulted before the event and be happy with the arrangements. There should be sufficient toilet and washing facilities to ensure the privacy of the young people

Be prepared to share your thoughts with other members of your Scout Group or line manager.

Section four: Action Plan

Exercise 7



The final task in this module is to prepare an Action Plan for developing mixed Scouting, and to share it with your line manager.

Your action plan should start with a clear goal and should detail:

The needs that exist, or the problems to be addressed, within your Section, Scout Group or local community.

Practical steps you can take to address the need or issue, making sure that the steps make it easier for mixed Scouting to succeed for boys and girls.

What help and support you will need from named other people.

Timescales for the achievement of each step.

Use Worksheet1 to structure your Action Plan. To finish the module, please discuss what you have learned and share your Action Plan with your line manager.

Summary

Thank you for completing this module. Whatever your role in Scouting we are sure you will benefit from a better understanding of how to make mixed Scouting a success so that more young people may benefit from what Scouting has to offer. If you have questions or require further support please see the Frequently Asked Question in Appendix 1 or contact the Diversity and Development Team at Gilwell Park or your Field Development Officer.

Appendix 1

Frequently Asked Questions

Q Why is mixed Scouting important?

A In order to help young people develop it is necessary they do it together. Life is about men and women living and working together. By enjoying Scouting together young people are given more opportunities to learn about themselves and each other.

Q How do you encourage both sexes to join Scouting?

A All Scouts attend because they enjoy the activities on offer and want to be with their friends. If the Programme appeals to all young people, then male and female Members will be attracted to Scouting.

Q Is it essential to have a leadership team of both sexes at weekly meetings?

A No, but overall it is advisable. In *Policy, Organisation and Rules* (POR) it states that it is good practice to have Leaders or other adults of both sexes at every meeting if possible. If this is not possible, adopt a practical approach. It is advisable to talk to parents/carers as they may have views and are likely to offer helpful solutions. For example, they may offer to help on a rota basis to ensure that male and female adults are available for the young people.

There may be Child Protection issues that have to be considered, so adults must always follow the Young People First code of good practice (the 'yellow card').

Visits and trips outside the usual Meeting Place may require different support. Each situation should therefore be considered on its own merits and appropriate supervision provided. For example, if a mixed Beaver Scout Colony is on a day trip, then the leadership/adult team should have male and female members, to help with toilet visits etc.

Activities that take place outside the usual Meeting Place may require different support. For example, Troop camps and expedition challenges should be considered on their own merits and appropriate supervision provided by the adults in the support teams.

Q Where should Leaders go to ask advice about working with a mixed membership?

A Local information is available from the District Commissioner or County Commissioner. Existing mixed Groups have the experience and will be able to give advice about weekly programmes – go and talk to them! Nationally, the Scout Information Centre and the Programme and Development Department at Gilwell Park will be happy to answer any questions.

Q As a Leader, will I need to undertake any specialised training?

A No, but working with mixed sex groups may be part of an on-going training need for Leaders, and this module is designed to meet this need. For new Leaders, the Adult Training Scheme includes working with a mixed Section and planning a programme suitable for all.

Q What will we do with all the new Members when we are already struggling to deal with 20 boys?

A The fear of being ‘invaded’ by hundreds of girls is seldom realised. Membership will probably increase initially, but will then level out. If the Waiting Lists are becoming too long, why not seek the assistance of the District Commissioner or County Team to open another Section? If there are more Members or potential Members there are likely to be more parents, carers, family members or friends who are able to support you. Advice on opening new Sections is available from your District Team and from the Development and Diversity Team at Gilwell Park. Please also contact your local Field Development Officer to gain further advice.

Q Do we need to run a different programme to cater for mixed Scouting?

A The Programme is designed for mixed Scouting and young people tend to join in because they like the programme on offer. If the balance of activities suits the members of the Section there may not be a need to do anything differently. Some games may need the rules adjusting if young people are unhappy playing them. Don’t forget that some young people may not enjoy contact games, regardless of their sex. Leaders should always consider the needs of the individuals within the Section. The interaction between the boys and girls also needs monitoring to ensure that one sex does not dominate all the activities. A balance may be achieved by working in both mixed and single-sex groupings, depending on the activities for the meeting.

Q Which is best - mixed or single-sex Patrols, Sixes or Lodges?

A The Section Leaders and young people are in the best position to answer this question. There may be situations when mixed groupings work best, but equally single-sex groupings may be better at other times. It will be a balancing act, with no right or wrong answers and experience will help. Speak to other local Leaders who may have more experience.

Q We have a female Section and a male Section - should they merge?

A This would depend on the reason for them forming as a single-sex Section. There may be cultural reasons that would make single-sex provision more appropriate. Single-sex provision within a mixed Group could be an ideal way of offering Scouting to all young people in a local community. There are opportunities for working together on weekly programme activities and at camp. Sensitive and considerate leadership should enable all the Members to get the most out of Scouting, regardless of gender, as the needs of each individual should be catered for within the weekly programme. Information about Scouting in a variety of faith communities is available from the Development and Diversity Team at Gilwell Park. There are some factsheets on the accompanying CD-ROM and they are also available from the Scout Information Centre or by downloading them from www.scouts.org.uk/scoutbase

Q With Sleepovers taking place within the Beaver Scout Section, what regulations will Beaver Scout Leaders need to be made aware of e.g. sleeping arrangements?

A The specific answers to this are contained in the factsheet *Guidelines for Beaver Scout Sleepovers*, but briefly the answer is that separate sleeping and washing arrangements will have to be made for adults and young people and for boys and girls. However, this may not necessarily mean separate rooms. The Young People First code of good practice (the 'yellow card') must always be followed. Male and female leadership should be provided as appropriate, however it is essential that a female adult should be in the leadership team. Full details are available in the factsheet available from the Scout Information Centre.

Q Do we have to have separate tents or sleeping areas for Cub Scouts, Scouts and Explorer Scouts?

A Normally, you do need separate sleeping areas, but there may be times when it's not practical or when issues of safety and security take over. For example, on an expedition challenge when there may only be one girl and it would be safer for her to share with three boys rather than sleep alone. When sleeping

in a hall, using different ends or partitions are the easy solutions. There are different solutions for different situations – there is no one definitive answer. Youth Members and their parents must be consulted before the event and be happy with the decision. Leaders and adults must follow the Young People First code of good practice (the 'yellow card').

Q What extra camping equipment do we need in the Scout and Explorer Scout Section?

A In reality there probably isn't much more that you would need, but on a green field site you would need to take an appropriate number of toilets. There also needs to be sufficient washing facilities to ensure privacy for the young people and adults.

Q Can female Scouts go camping with only a male Leader?

A All Leaders must follow the Young People First code of good practice (the 'yellow card') before undertaking any activities with any Scouts. Beyond this, there is no real reason for a male Leader not to go camping with a mixed group. It is also good practice to consult parents of the Scouts to ensure that they are aware of camping arrangements.

Q Why should we be mixed when there's a Guide Unit nearby?

A Scouting offers a different programme to Girlguiding UK and this may be attractive to different girls. Some girls may prefer to work in a mixed environment and we can give them that opportunity. Local circumstances will have the most impact. If you belong to a jointly sponsored Group, there may be the opportunity to work together to provide a co-educational aspect to the work with all young people in the Group.

Q What do you do about people who obstruct the mixed Scouting policy?

A Explain the policy. Emphasise the long-term vision of The Scout Association, which is that we will be a fully mixed Movement from January 2007 - although single-sex provision may be appropriate in some local circumstances to take account of cultural requirements.

Q How do you ensure that the needs of both sexes are catered for?

A It is important to have an Executive Committee and leadership team made up of both sexes. The planning of the programme can then take into account the views of young men and women.

Q What happens if people outside of Scouting (including Sponsoring Authorities, other local youth organisations, or even parents) do not agree with the mixed Scouting policy?

A There are only certain exceptions when Groups may remain single sex:

- Where there are cultural or religious requirements for single sex working
- Where Scouting is offered in a single-sex institution (school, young offenders' institute etc.) through a closed Scout Group
- Where a specialist single-sex provision is required to meet a clearly identified educational need (Scouting for young mothers, etc.)

In all other situations, the Scout Group must be open to all young people.

Occasionally, there is a particular local need to provide single-sex activities for young people. There is flexibility within the mixed Scouting policy to enable this to happen, both on a long-term or short-term basis. Activities can be run for single sex groups if it is appropriate, and it is possible to have single-sex Sections. However, every Group has to ensure that all young people are given equal opportunity to join the Group, progress through all the Sections, and take part in the activities that the Group provides.

For instance, Groups where the majority of members are Muslim might have mixed Beaver and Cub Scout Sections, but run two single-sex Scout Sections for boys and girls.

Q How will I deal with relationships between young people in a mixed setting?

A. The forming of relationships (both sexual and platonic) is part of the normal social development for all young people. Young people may form relationships with others in Scouting and outside Scouting. As role models for young people it is likely that Leaders will be approached about a wide range of issues.

It is important that Leaders in all Sections are ready to discuss young people's questions and concerns about relationships, sexual behaviour, and sexual morality. If you require further guidance, organisations such as the FPA (formally the Family Planning Association) offer advice and have resources. Leaders should be aware of the guidance on the Young People First 'yellow card'.

Contacts

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To contact anyone from the Adult Training Office at Gilwell Park call The Scout Information Centre.

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