

# The 1<sup>st</sup> Dullingham and Stetchworth Scout Group

## Diversity, Equality and Inclusion Policy

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Policy Version: 1.0

Date of Issue:

Review Due:

Policy Owner: Group Scoutmaster (GSM)

### 1. Policy Statement

At the 1<sup>st</sup> Dullingham and Stetchworth Scout Group, we are committed to providing a safe, welcoming, and inclusive environment for all young people aged 6 to 18 and our Adult Leaders, volunteers and helpers. We value and celebrate diversity and are dedicated to promoting equality and inclusion across all areas of our activities. Our group reflects and respects the rich variety of social, economic, racial, religious, and cultural backgrounds within our community.

### 2. Our Commitments

We are committed to:

- Creating an inclusive environment where all members, regardless of background or identity, feel valued, respected, and supported.
- Removing or reducing barriers to participation in scouting for any child or young person.
- Encouraging and promoting positive attitudes towards diversity and ensuring that differences are treated with dignity and respect.
- Challenging discrimination, prejudice, and stereotyping wherever it is found.
- Making reasonable adjustments to support the full participation of children with disabilities and/or special educational needs (SEN).
- Providing adult volunteers and leaders with training, support, and resources to uphold this policy.

### 3. Scope

This policy applies to:

- All young members aged 6 to 18
- Adult volunteers, leaders, and helpers
- Parents and guardians involved with the group
- Visitors and guests at group events



#### **4. Inclusion of Disabled Children and those with SEN**

We recognise that children and young people with disabilities or special educational needs may face additional barriers to participation. Our group will:

- Proactively seek to understand individual needs through open dialogue with parents/carers and the young person themselves.
- Make reasonable adjustments to physical spaces, equipment, communications, and programme delivery where necessary.
- Work in partnership with families, professionals, and external organisations inclusion support services.
- Train leaders in inclusive practices and awareness of disability and SEN-related issues.
- Encourage peer support and foster a culture of understanding and acceptance within the group.

#### **5. Promoting Equality**

We aim to ensure that no child or adult involved in our group is discriminated against based on:

- Age
- Disability
- Gender identity or reassignment
- Marital or civil partnership status
- Pregnancy or maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation
- Socioeconomic background

All members will be given equal access to activities, leadership opportunities, and progression within the group.

#### **6. Celebrating Diversity**

We will:

- Integrate education about different cultures, beliefs, and backgrounds into our programmes in age-appropriate ways.
- Mark and celebrate a variety of cultural and religious festivals where appropriate.
- Create opportunities for all members to share and learn about each other's identities and experiences in a respectful and open environment.



## 7. Responsibilities

- Group Scoutmaster (GSM): Responsible for overseeing the implementation of this policy and ensuring all adult volunteers understand and adhere to its principles.
- Section Leaders and Leaders and Adult Volunteers: Expected to promote inclusion in all activities and challenge discriminatory behaviour or language.
- Parents/Carers: Encouraged to share relevant information that will help us support their child and work collaboratively with leaders.
- Young Members: Encouraged to treat others with respect and kindness, and to embrace the differences that make each person unique.

## 8. Reporting Concerns

Any concerns related to discrimination, exclusion, or unfair treatment should be reported to the Group Scout Master or Safeguarding Lead if appointed. All concerns will be taken seriously and investigated promptly.

## 9. Monitoring and Review

This policy will be reviewed annually or as required in response to changes in legislation or guidance. Feedback from members, parents, and volunteers will be sought to improve and evolve our approach to inclusion.

**Approved by:**

## 11. Acknowledgement by Leaders

I have read and understood the policy. I agree to follow it and report any concerns.

Name	Role	Signature	Date



