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Equal Opportunities Policy (POR Chapter 2.1)

1. Young People

The Scout Association is part of a worldwide educational youth movement. The values, which underpin and inspire its work, are embodied in the Scout Promise and Law and in the Purpose of The Scout Association.

Within this framework, The Scout Association is committed to equality of opportunity for all young people. Accordingly:

- a. The Scout Association is committed to extending the Scouts, its Purpose and Method to young people in all parts of society.
- b. No young person should receive less favourable treatment on the basis of or suffer disadvantage harassment or discrimination by reason of:
 - Class or socio-economic status
 - ethnic or national origin, nationality or statelessness or race
 - gender including gender reassignment
 - marital or civil partnership status
 - sexual orientation
 - disability
 - political belief
 - pregnancy and maternity
 - religion, belief or faith including the absence of religion, belief or faith
 - sex
 - age

All members of the movement should seek to practise equality, especially in promoting equal access to the Scouts for all young people. The Scout Association opposes all forms of prejudice and discrimination, including racism, sexism, homophobia, biphobia and transphobia. All Scout Groups, as separate charities, have a duty to comply with relevant equalities legislation. All volunteers should make reasonable adjustments where possible to support all young people with disabilities to access the Scouts.

2. Reasonable Adjustments

Refer to 1st Linslade’s Additional Needs Policy

3. Leaders and Other Volunteers

To carry out its work, The Scout Association seeks to appoint effective and appropriate leaders, of all backgrounds and all areas of the community, and to involve other volunteers in supporting roles, all of whom are required to accept fully the responsibilities of their commitment.

The overriding considerations in making all appointments in the Scouts shall be the safety and security of young people, and their continued development in accordance with the Purpose and Values of The Scout Association.

Accordingly, all those whom the movement accepts as volunteers must be appropriate persons to undertake the duties of the particular position to which they have been appointed including, if relevant, meeting the requirements of the Sponsoring Authority and, where appropriate, the responsibilities of membership.

In recruitment and appointments processes, volunteers should make clear that roles are open to people of all genders, ethnicities, faiths and backgrounds and encourage a diverse range of applicants to apply, particularly those currently under-represented on the team.

It may, in limited circumstances, be appropriate to consider the gender or protected characteristics of a potential appointee. This is only the case where there is a genuine occupational requirement, for example, in order to ensure that a support team on a trip includes adult volunteers of different genders.

The ability of all appointees and volunteers to understand and implement the Scouts' safeguarding policies and procedures, as set out in Rule 2.1, is an essential requirement. Within these constraints, and those imposed by the need to ensure:

- the safety and security of young people
- the continued development of young people, and
- equal opportunities for all

No person volunteering their services should receive less favourable treatment on the basis of, nor suffer disadvantage, harassment or discrimination by reason of:

- age
- class or socio-economic status
- ethnic or national origin, nationality or statelessness, or race
- gender including gender reassignment
- marital or civil partnership status
- sexual orientation
- disability
- political belief
- pregnancy and maternity
- religion, belief or faith including the absence of religion, belief or faith
- sex

4. Responsibilities within the Equal Opportunities Policy

All adults in the Scouts have a responsibility for the operation of The Scout Association's Equal Opportunities Policy. All Scout Groups, as separate charities have a duty to comply with relevant equalities legislation.

a) The District Commissioner or the County Commissioner, as appropriate, must be satisfied that all applicants for Leader or Commissioner appointments are fully aware that they will be required by their personal example to operate The Scout Association's Equal Opportunities Policy and support Groups to comply with relevant equalities legislation.

b) They must also be satisfied that all those whom they invite to assist them in other ways in the work of the District or County are upholding The Scout Association's Equal Opportunities Policy by the personal example that they set before the Scouts in the District or County as the case may be.

c) Group Scout Leaders must be satisfied that all those whom they invite to assist them in the work of the Group will comply with relevant equalities legislation and uphold The Scout Association's Equal Opportunities Policy by the personal example that they set before the Scouts in the Group.

d) Appointment Advisory Committees are required to operate The Scout Association's Equal Opportunities Policy and comply with relevant equalities legislation in their work.

e) The District Trustee Board or the County Trustee Board, as appropriate, must be satisfied that all applicants for appointments in their gift are fully aware that they will be required by their personal example to operate The Scout Association's Equal Opportunities Policy and to support Groups to comply with relevant equalities legislation.

5. More Information

Inclusion and Diversity [Here](#)

Reasonable Adjustments [Here](#)

Equality, Diversity and Inclusion [HERE](#)