

# Diversity

Let's take a closer look...

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#SERCON



**EVERYDAY**  
**ADVENTURE**



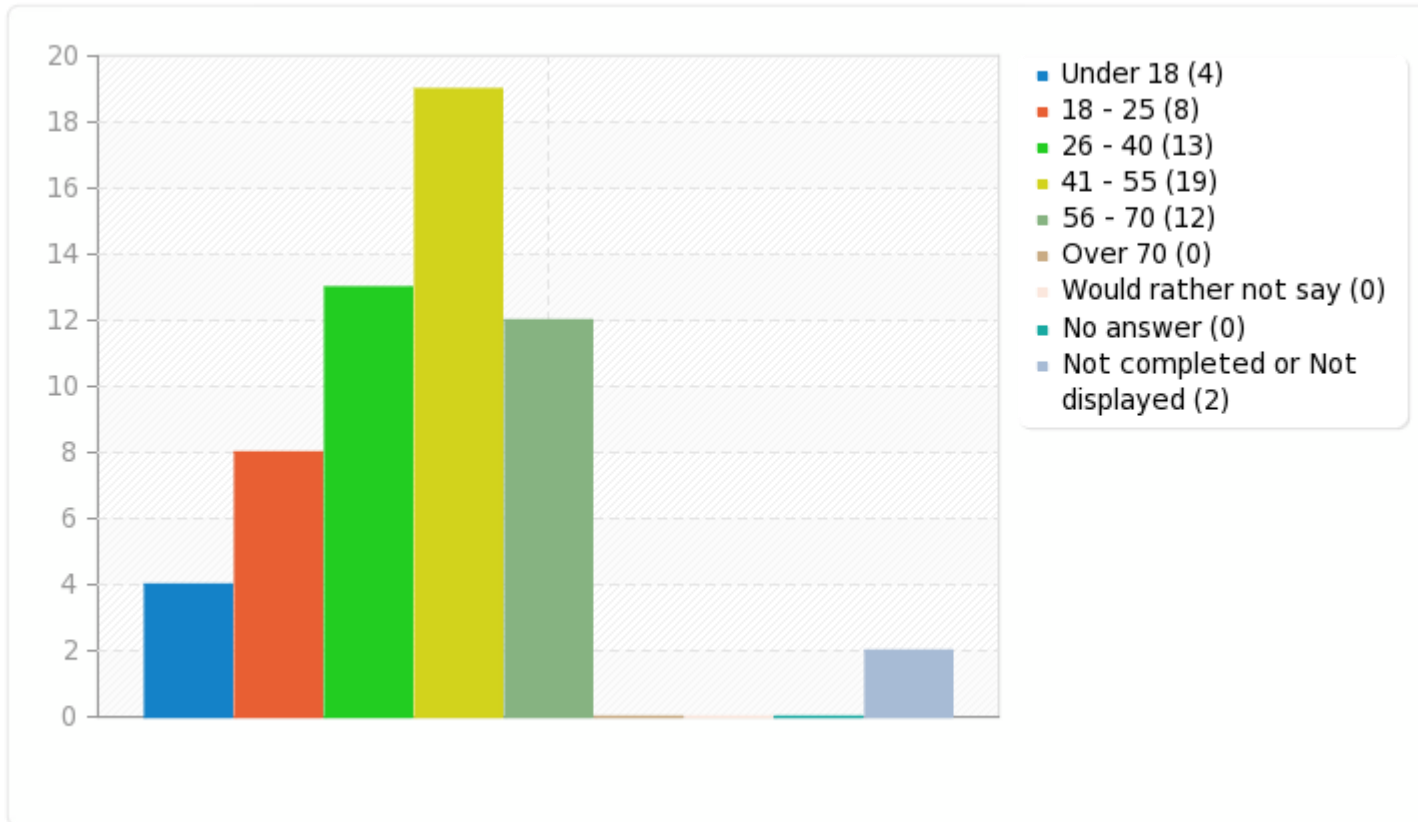
[scouts.org.uk](http://scouts.org.uk)



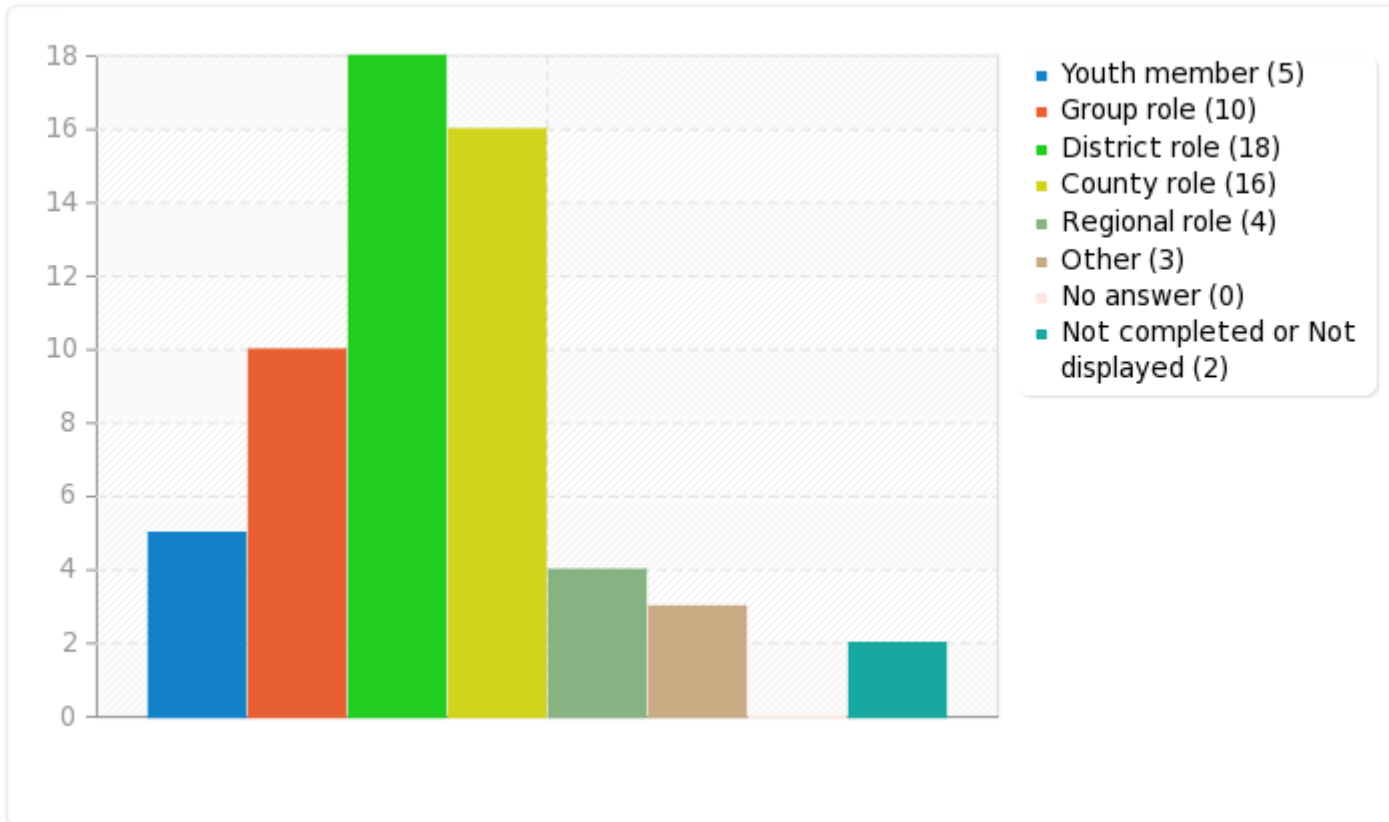


**KEEP  
CALM  
AND  
VALUE  
DIVERSITY**

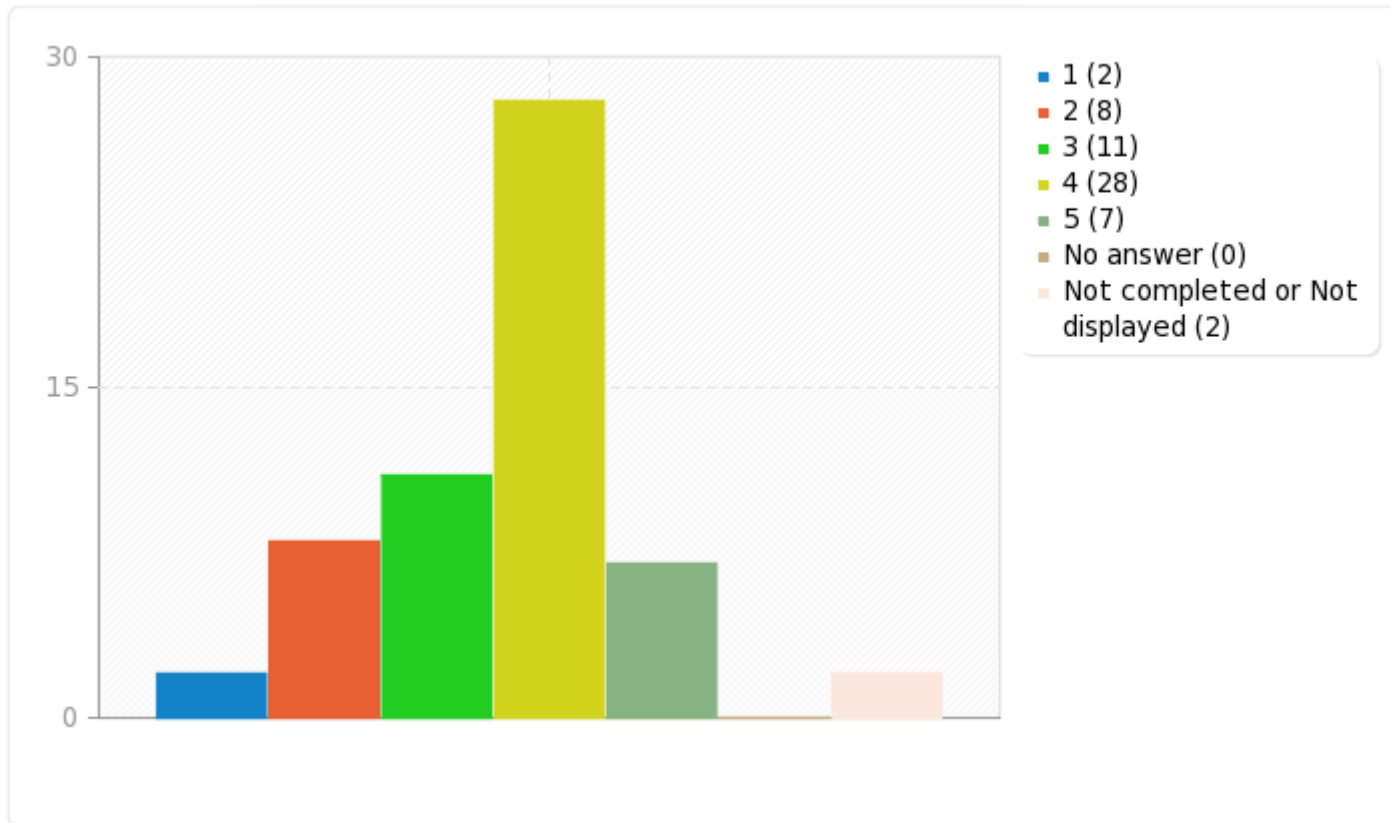
# Age group of respondents



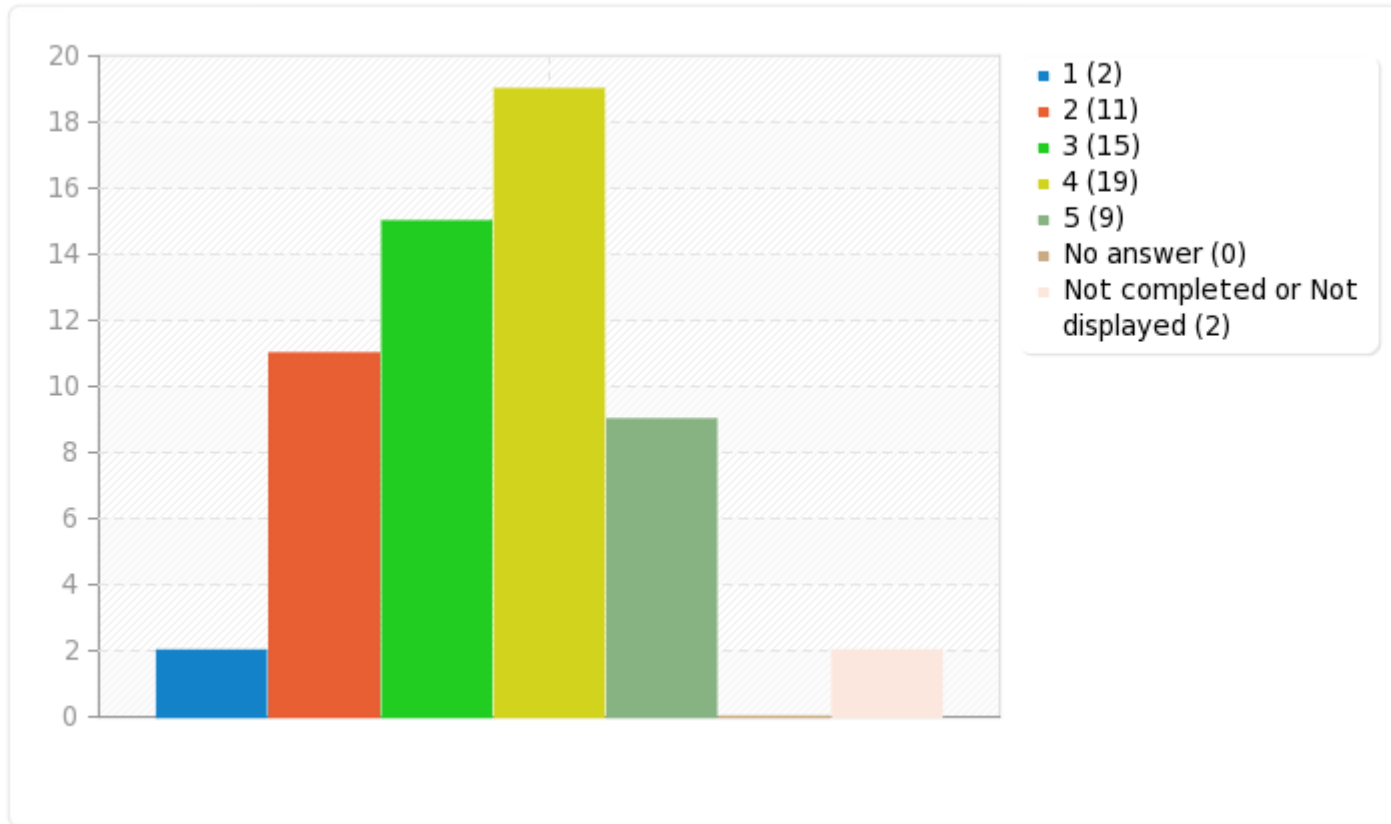
# Roles in Scouting



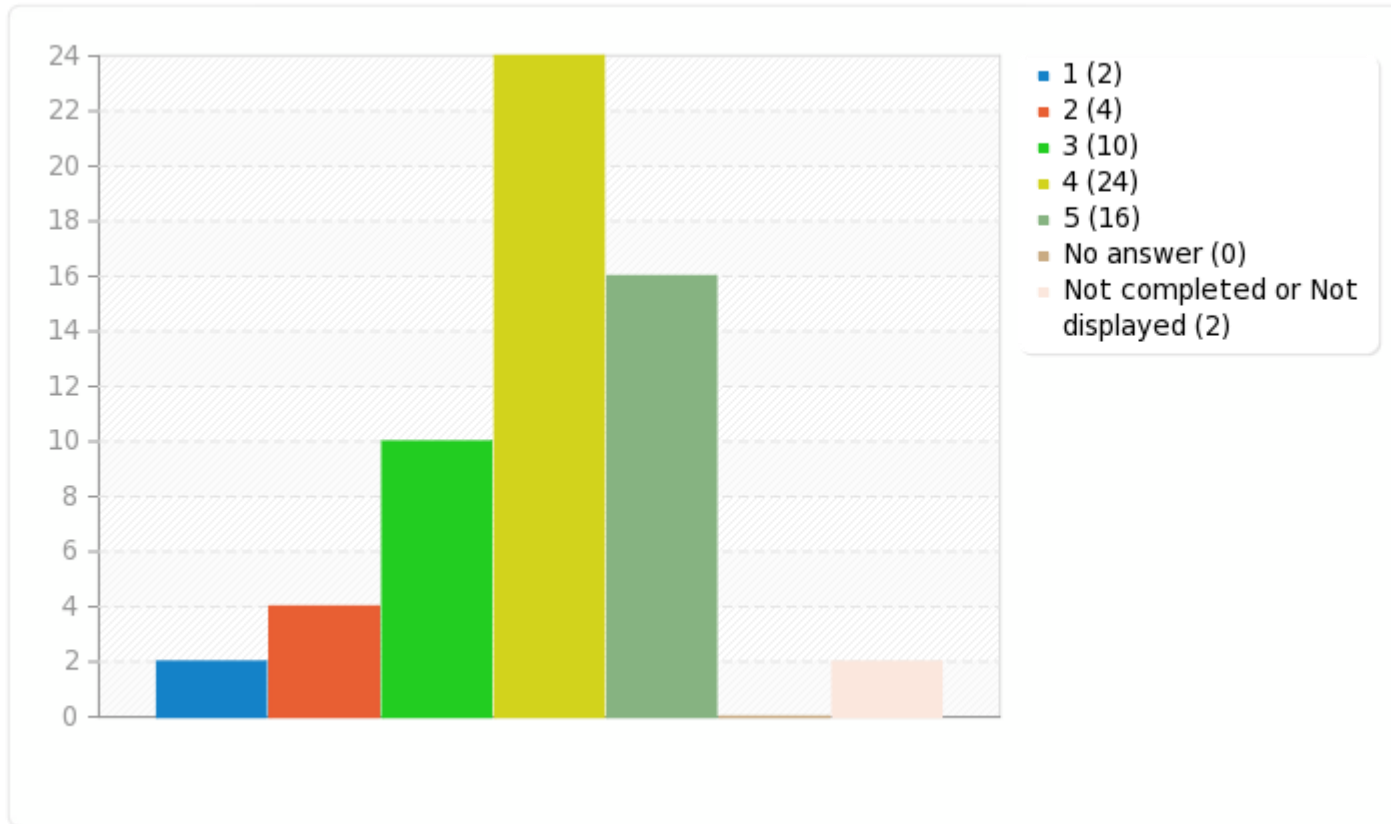
# Scouting projects an image to the general public in my local area which is inclusive, not exclusive



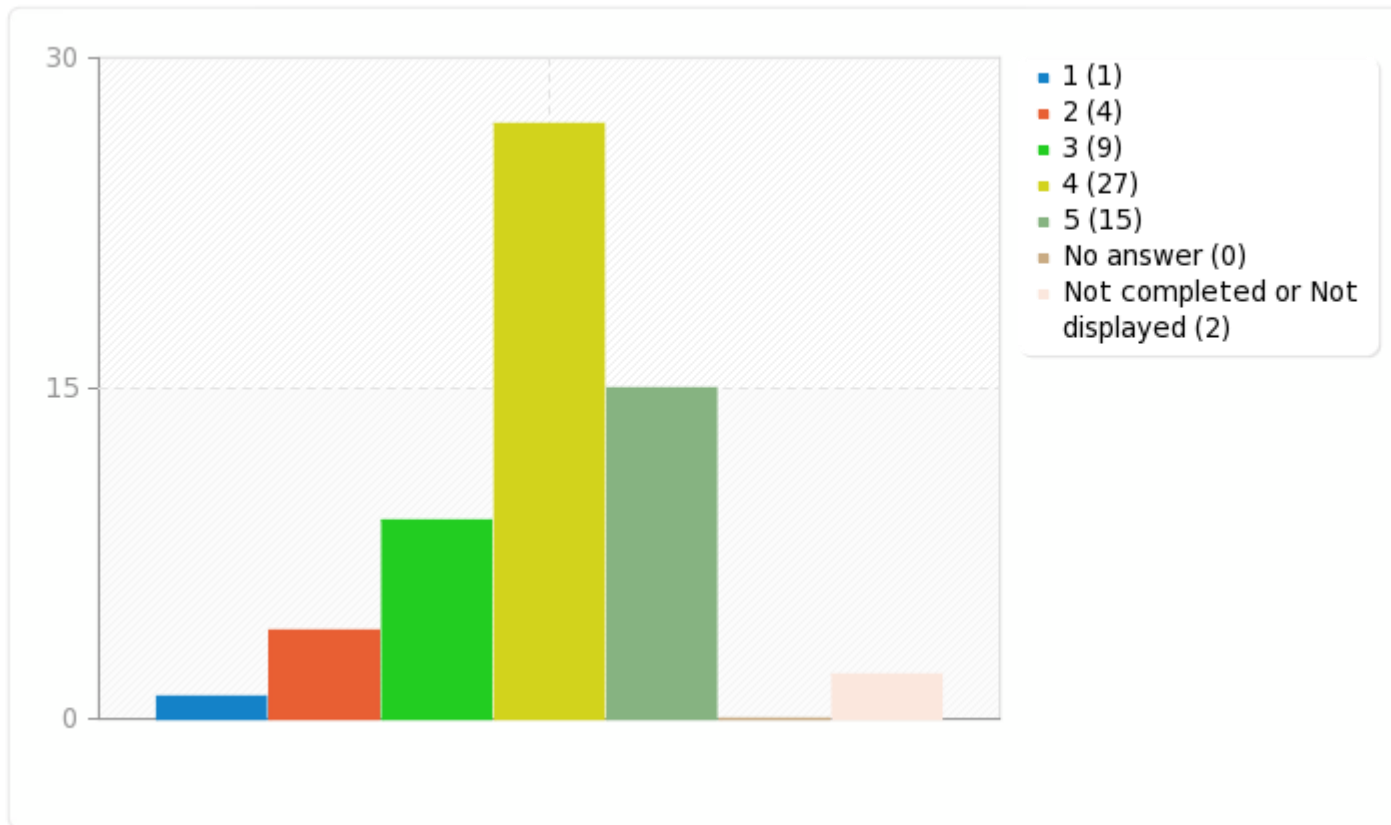
# Scouting in my locality respects the cultural needs of local faith communities



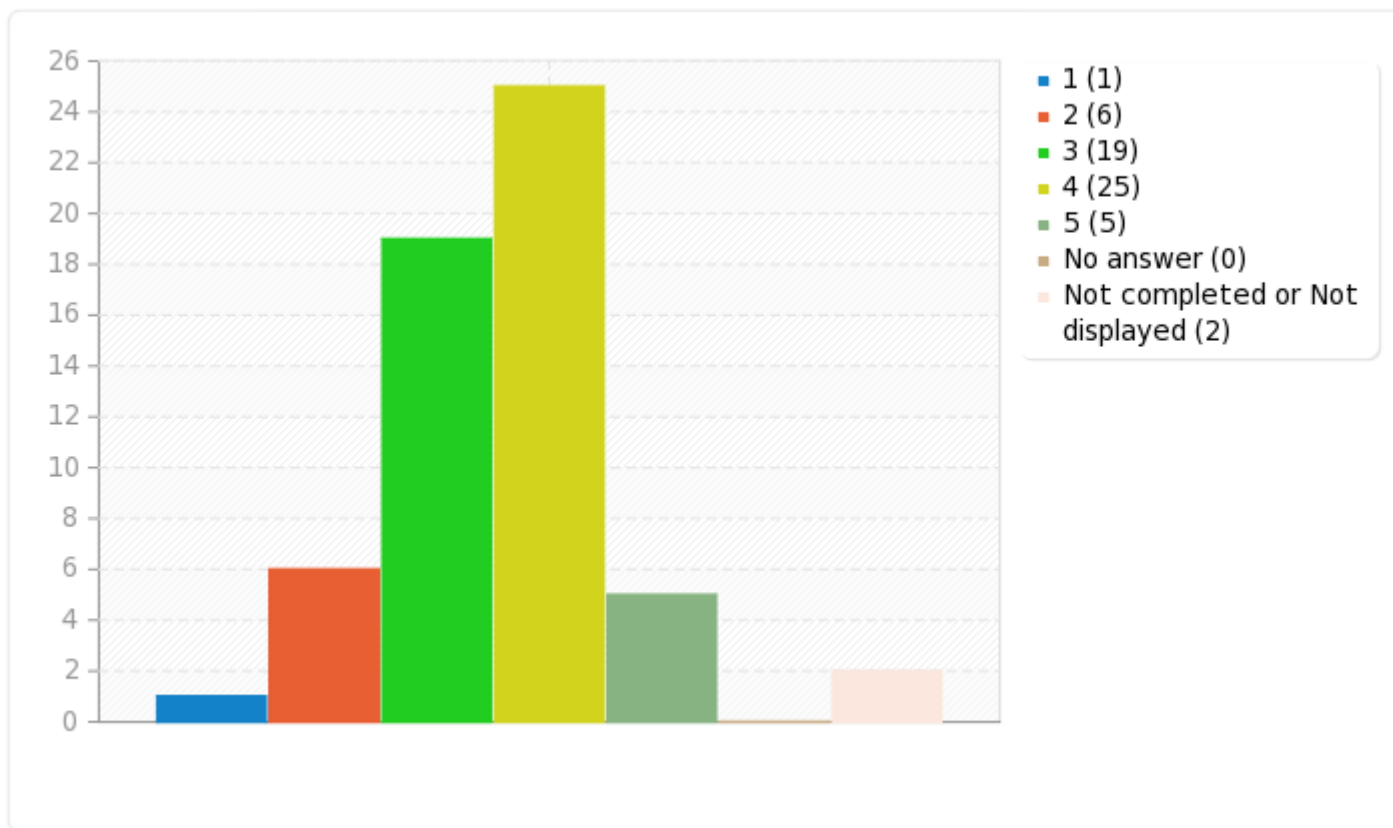
# Scouting in my locality is a place where people feel safe to be who they are



# Scouting in my locality recognises that the people in it have differing needs



# Scouting in my locality has leaders who promote and role-model a positive orientation towards diversity



# Some general comments...

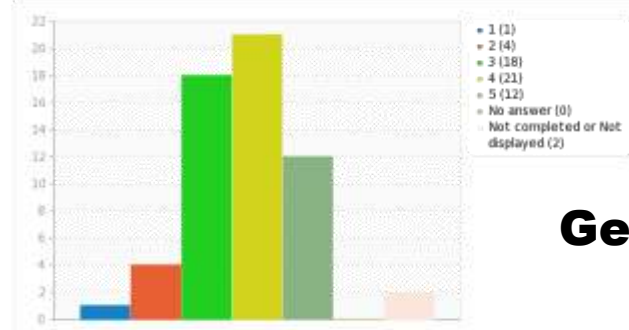
- Still very much peer viewed as not cool or cool so many dont say however, its is moving the way of members dont hide it anymore.
- I believe that there are still areas where inclusion and acceptance are perhaps still in need of improvement.
- Those involved in Scouting rarely step back and look at how we are perceived from the general public point of view. I think that there is still a lot of work to do in this area to educate and inform the public.
- Although I feel my District is in most areas as inclusive as it can be we are from a predominately white, Christian middle class area. We do have two large very poor housing estates within the District where I still feel we are under represented. This is mainly due to ability of parents for whatever reason to get their child to a group at the same time every week - the children are keen its just that the parents need more help with organisational skills.
- we could do more to include those from poorer and challenged backgrounds. similarly our traditional approach to things like founders day, remembrance most certainly never refelcts any kind of faith outside mainstream christianity and our services are held in an abbey where the chaplaincy rarely reference anything at an appropriate level for young people let alone help educate them in different perspectives on faith.



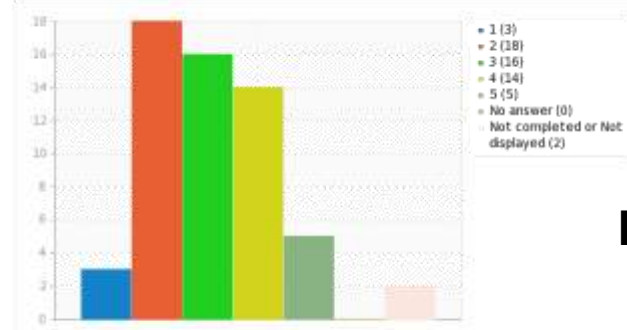
- Scouting is still not a 'cool' thing to be part of. Therefore if you are not very self confident or feel you are already 'not normal' you may be put off joining.
- I live in an area of the country that is very white and middle class, most people are Christian. However, very often, people seem to 'forget' that there are other faiths at all, and that Scouting is not a Christian organisation! An example of this is where prayers are said at the end of events or Scout Owns are based around the bible. Some people seem very narrow minded and simply don't get the bigger picture.
- I have seen good attitudes and responses to medical and social needs.
- There is some very inclusive examples in County, however this is not always adopted across the board. Some leaders need more awareness about the issues affecting their local communities and the positive influences that diversity has, rather than seeing it as something 'extra' to do, which is then just tokenistic.

**On a scale of 1 to 5, where 1 is not at all close and 5 is very close, how close to the representation within the general community of your locality do you think these diversities are represented within your local Scouting?**

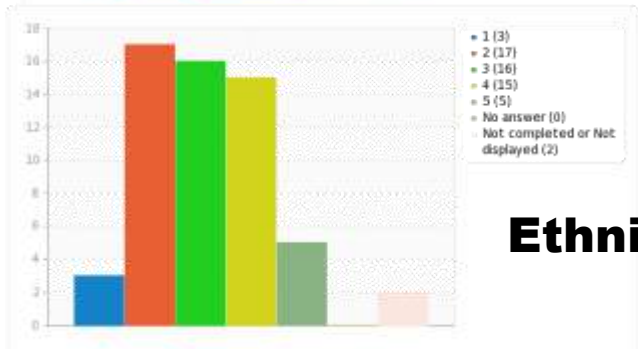




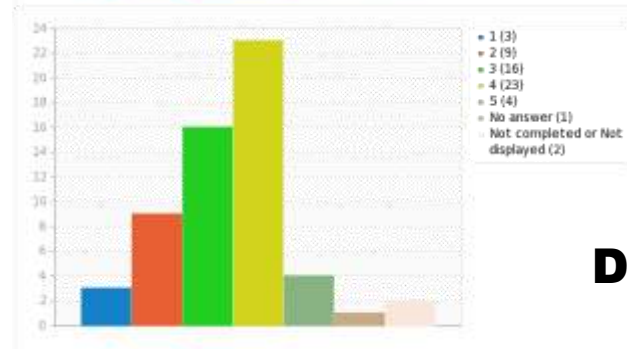
**Gender**



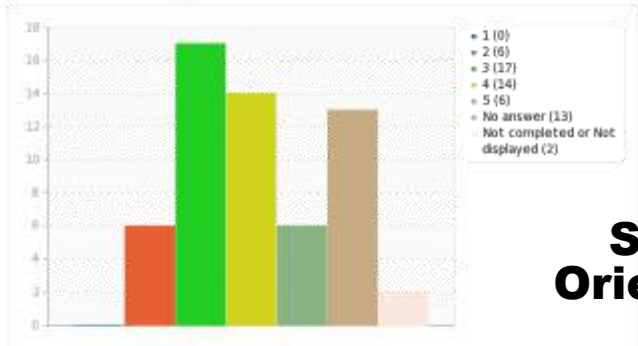
**Race**



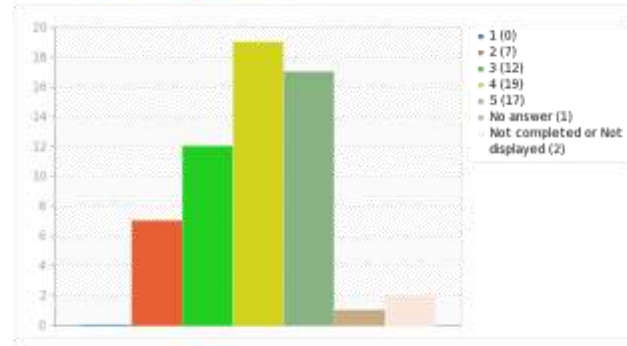
**Ethnic Origin**



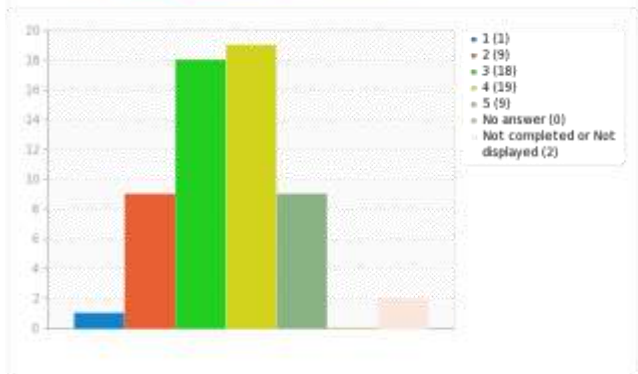
**Disability**



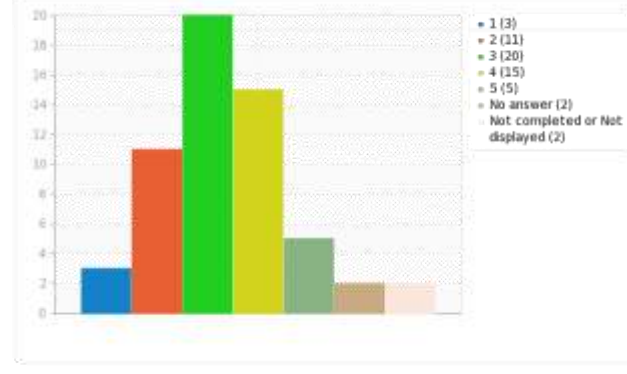
**Sexual Orientation**



**Age**



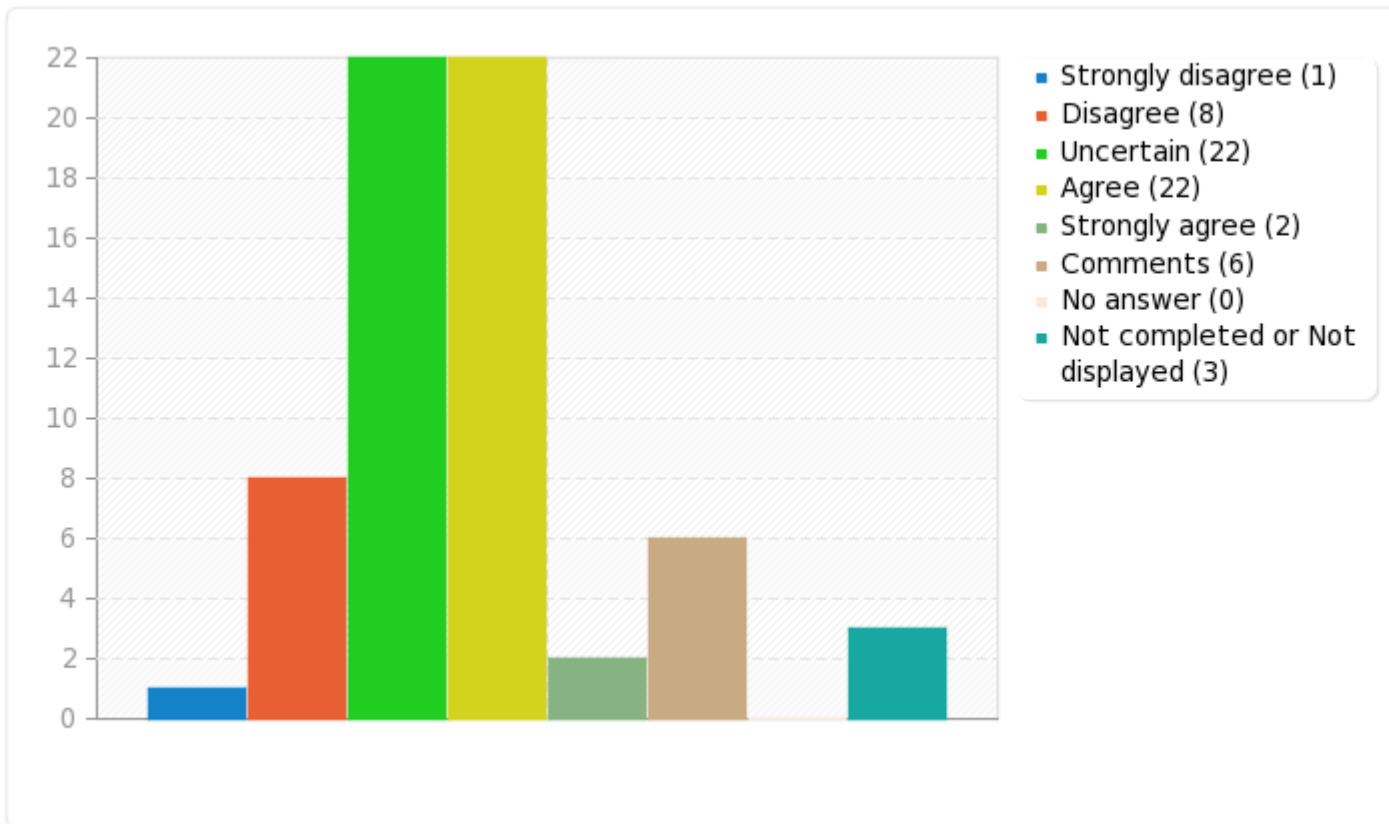
**Faith**



**Socio Economic**



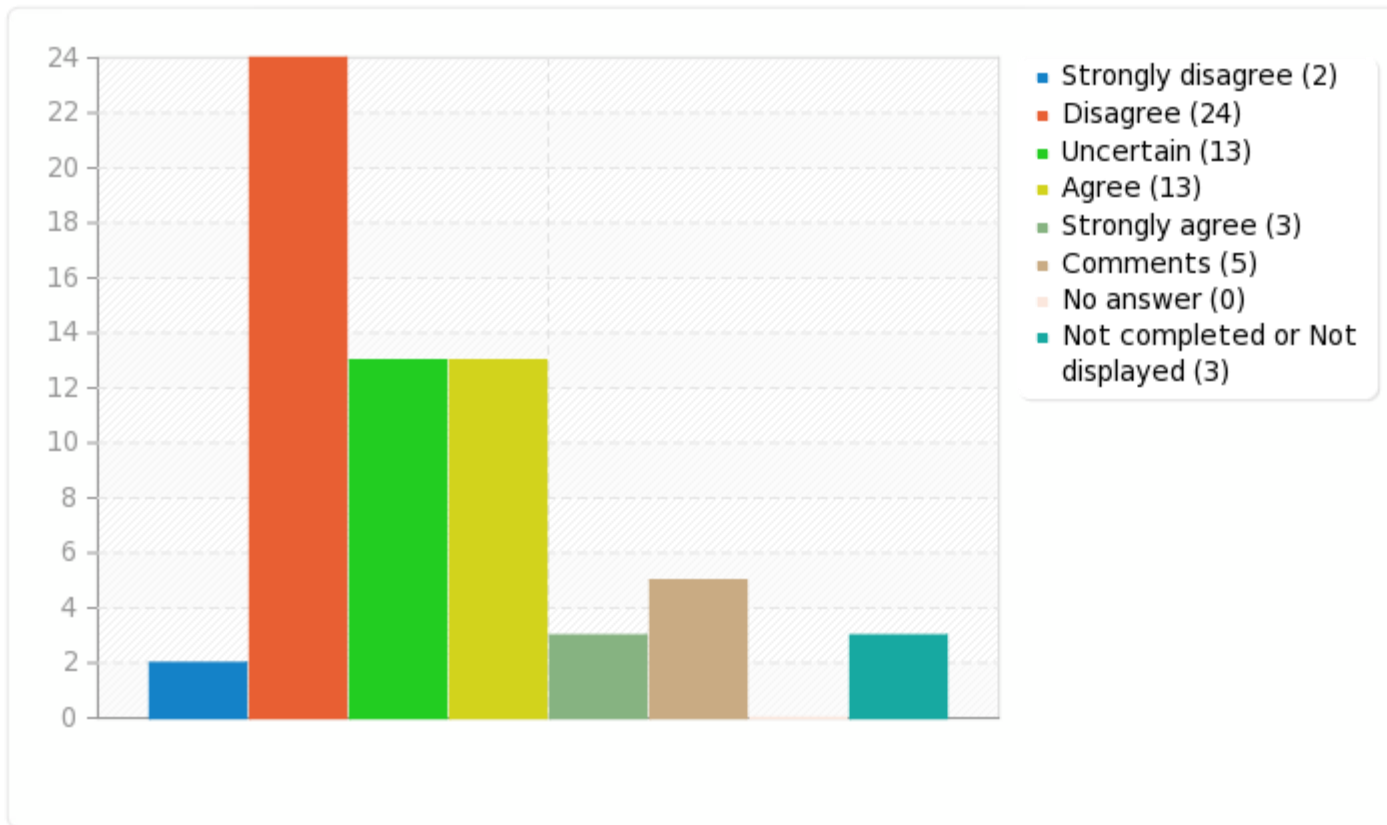
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- In general we know who are involved already
- I doubt that many people even understand this question or could tell you the difference between race and ethnicity
- Where I live the majority of the community is white and British. You can't make people who don't exist feel welcome.
- I think there is a lot of guess-work that goes on by leaders and they haven't the confidence / skills to ask about diversity
- I do, but not sure local District does
- Don't think it really knows the make up of the wider community

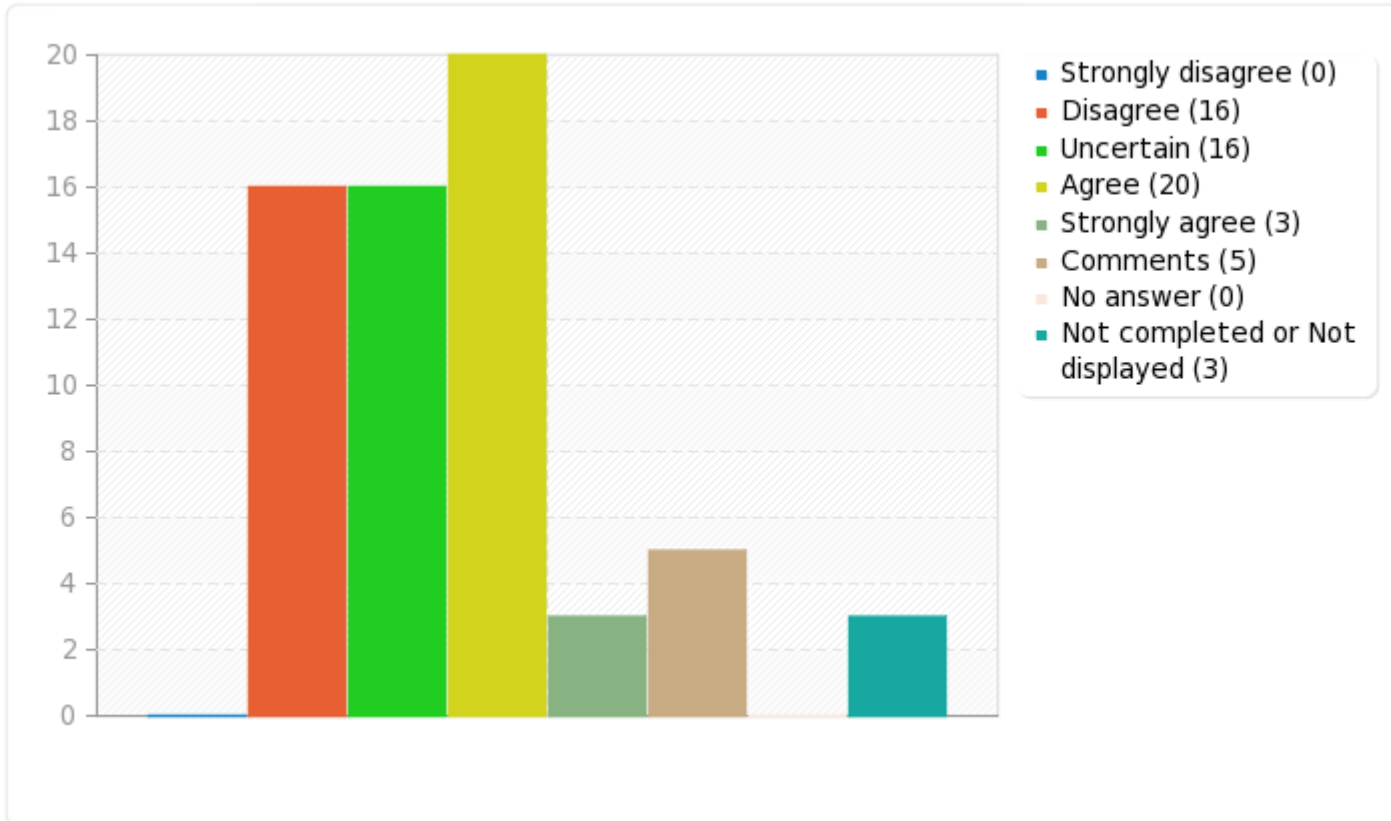
# Scouting in my locality has an absence of internal cultures (like the use of jargon, strange rituals etc etc) which exclude certain groups of people



# **Scouting in my locality has an absence of internal cultures (like the use of jargon, strange rituals etc etc) which exclude certain groups of people**

- We make every effort not to use Jargon etc. I don't really think that the word 'ritual' is appropriate in this context - all organisations have their own procedures and these should be respected.
- There is a lot of Jargon used on a daily basis
- I think we need more awareness of this there is things people do that indirectly exclude certain groups e.g, days activities are run on, not in plain english etc
- However to a point this is a part of Scouting which is easily learnt and shared .
- Small adaptations enable all to be a part of Scouting

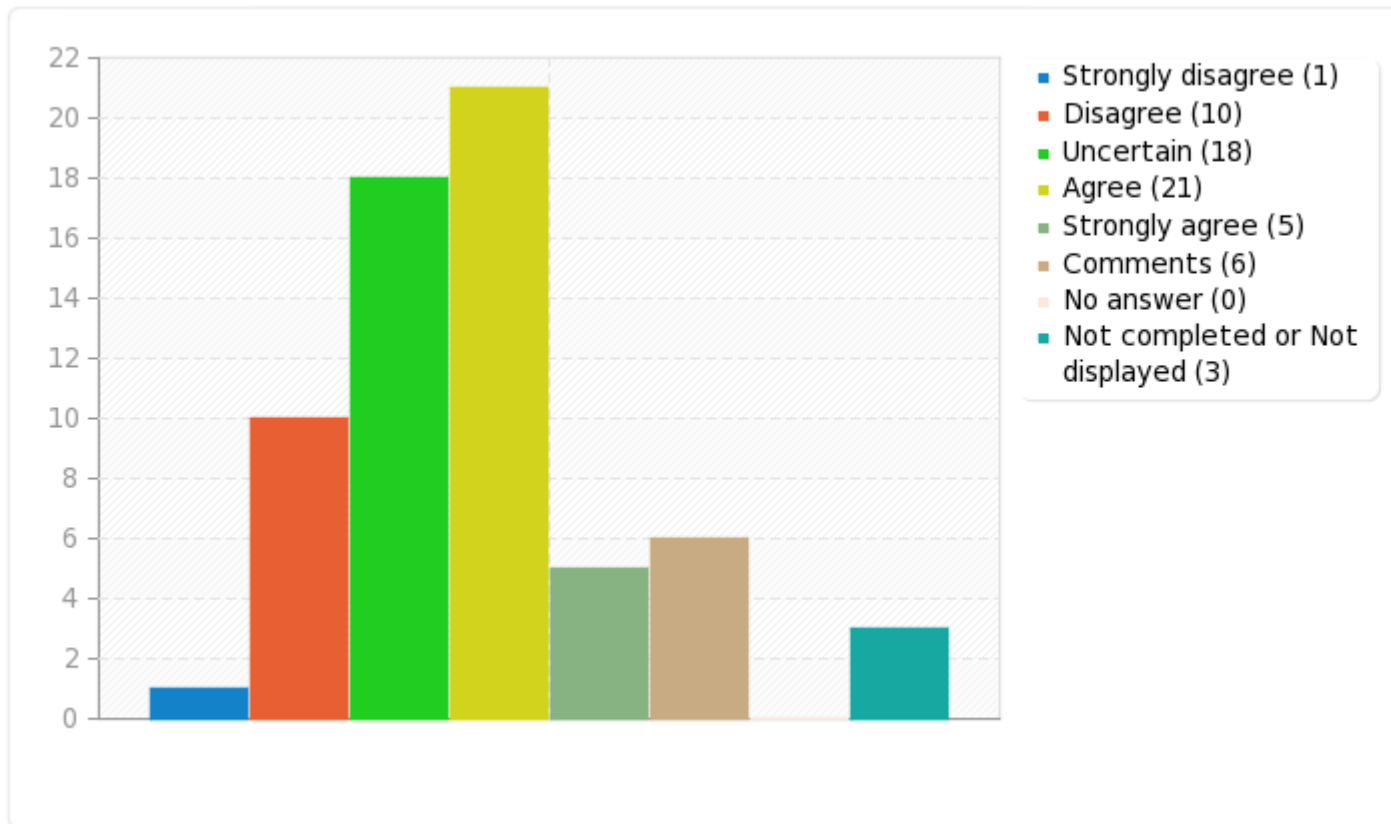
# Scouting in my locality invests in meeting diverse needs



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- Invests implies financial investment. Our investment is not in that category
- I have just appointed an ADC Diversity to work with groups to support and encourage inclusion.
- absolutely only special needs where we do very well but i believe that is true of scouting across the UK
- Investment is put in place where necessary
- Stronger links are needed to ensure all needs are catered for and are known to be welcome

# Leaders at a local level actively encourage diversity in membership

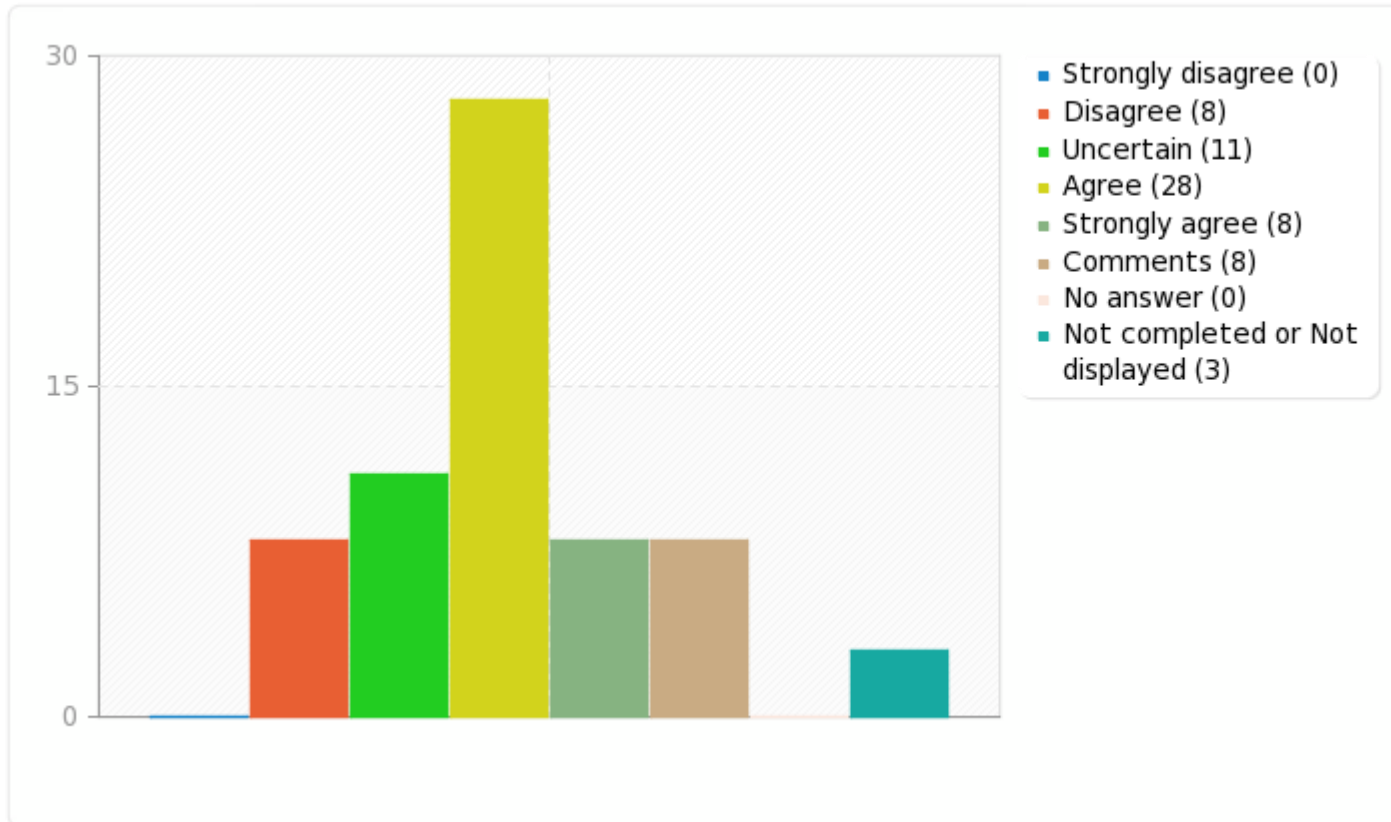


# Leaders at a local level actively encourage diversity in membership

- This happens in some areas but is sporadic and not necessarily a priority for leaders and managers at this time.
- they wouldn't know how or understand the word diversity in this context
- It would be wrong to positively encourage one group of people over another; this would only be seen as positive discrimination. That said, we promote ourselves to all areas of the community including for example the NCDS
- We do not exclude anyone from being a member.
- I am not sure if it is actively encouraged, but it is certainly not discouraged
- It is difficult as it is a very white middle class area



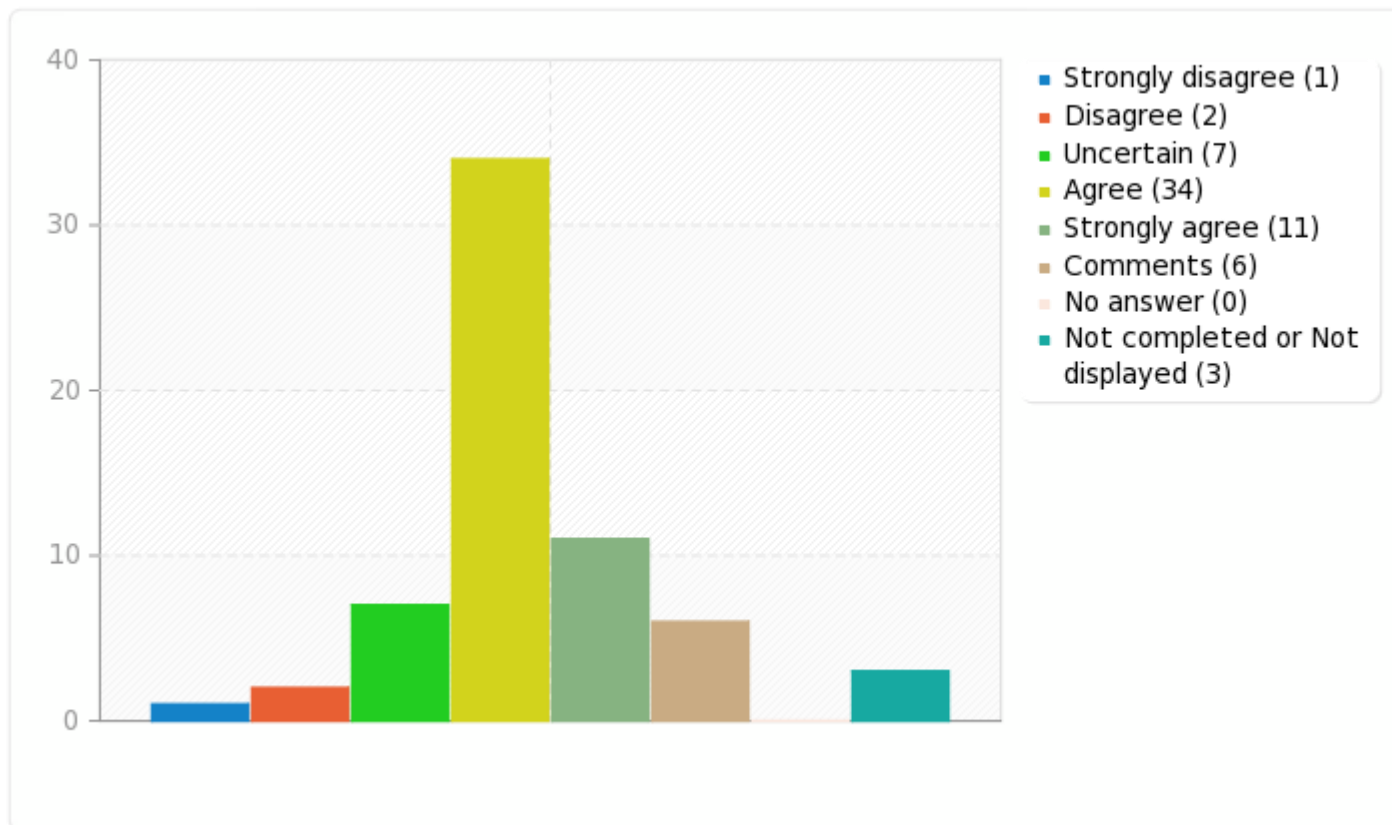
# Scouting meeting venues in my locality are organised so that they do not exclude people



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- Many Scout Huts are old and not adapted to meet the access requirements for disabilities. Schools halls and other meeting places often have better access. Grants are available to adapt premises but competition for funds is high and forms require a level of understanding for successful application.
- some locations are imposible to reach if you are not able bodied
- No at the moment
- Meeting places often have poor acces, they are hard to find, poorly light outside which affects people with sight issues etc
- Accessibility is at a cost which can not always be met locally, national funding streams are drying out or over fished.
- Scout HQ
- It differs, Many are in church halls however are not all expressly linked to the religions of those churches.
- try to be, but a lot of them are old and perhaps not as inclusive as they could be

# Local Scouting is ready and able to adapt the programme to meet the needs of all young people

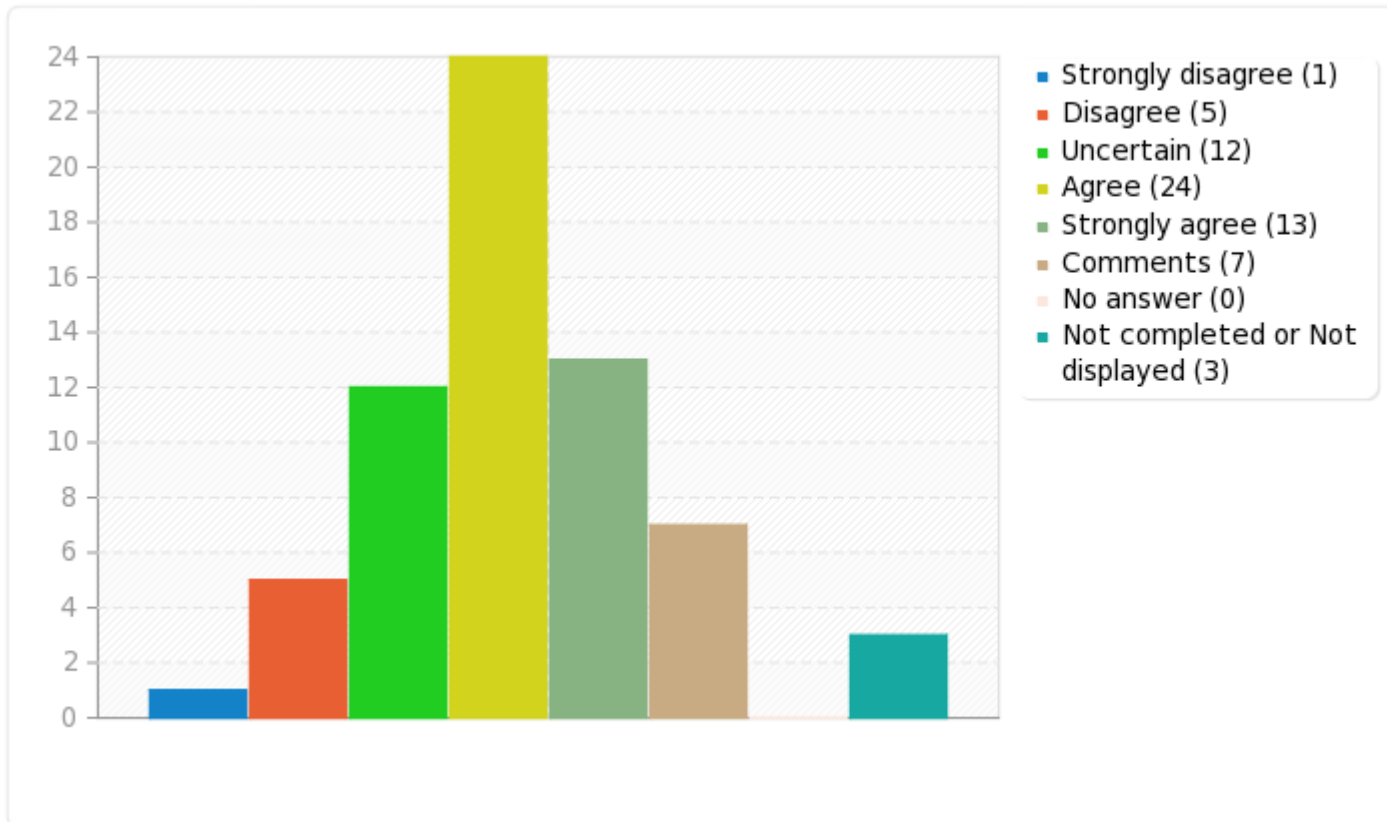


# **Local Scouting is ready and able to adapt the programme to meet the needs of all young people**

- We are getting there. Lots of work is being done towards inclusion but there is a long way to go yet.
- Some leaders may still need help with this but this is one of the areas that my ADC Diversity has been appointed to assist with.
- they are in terms of special needs but it would never occur to them to do anything other than - Chinese New Year
- When required
- This isn't consistent - there is a continuum - great examples of this and dire examples of this
- In many colonies yes, though there are some who need reminding that times have changed and we need to be more open, that including letting girls join.



# Young people from minority backgrounds are not disadvantaged in participating in decision-making within Scouting in my locality

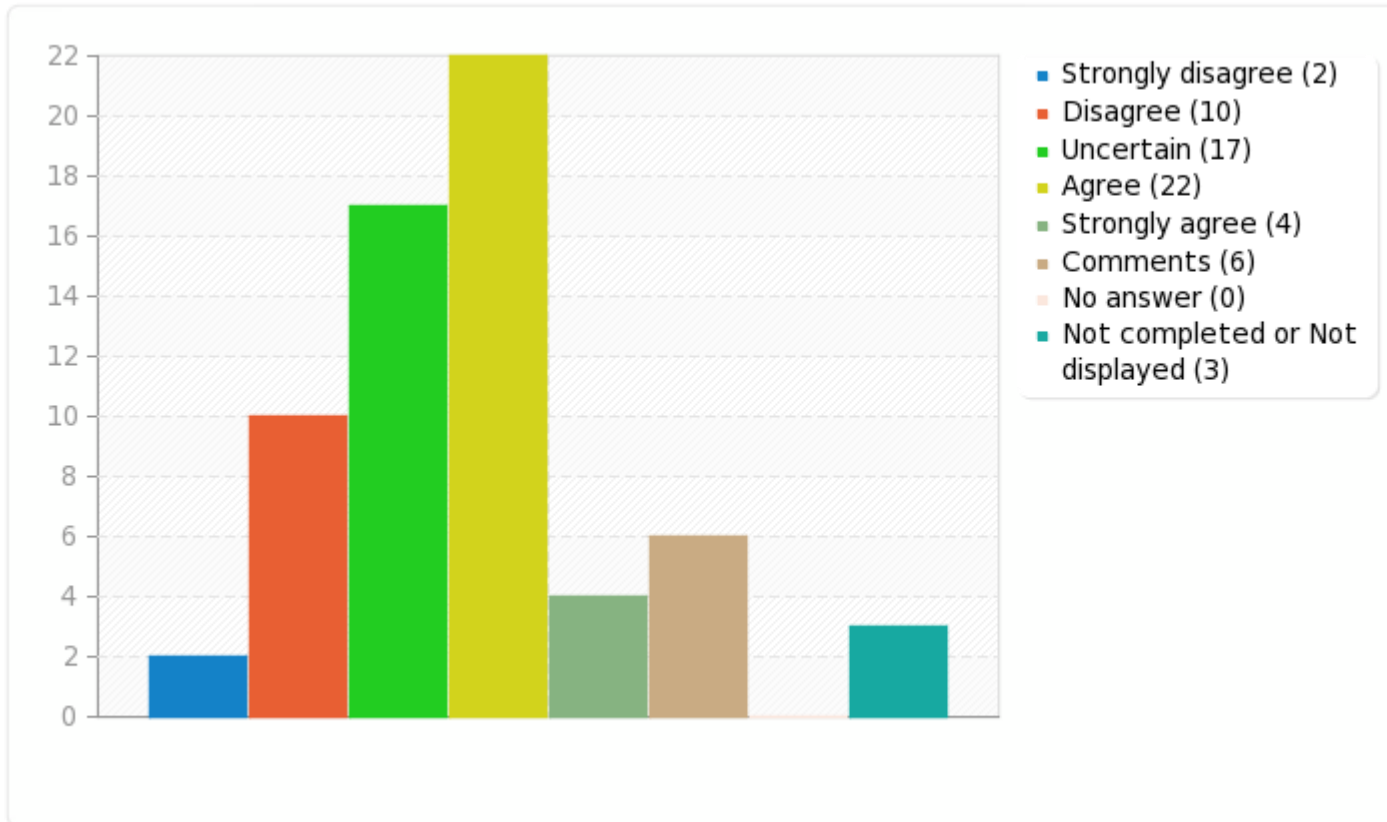


# **Young people from minority backgrounds are not disadvantaged in participating in decision-making within Scouting in my locality**

- Those already in Scouting are treated fairly and have as much say as anyone else.
- Why should they be?
- We have a diverse population within the District
- I think a combination of demographics combined means that people from minority backgrounds are disadvantaged e.g. income, language, perception of culture
- Young people in general have limited decision making power as due to our location young people move away from the Island for University
- Where young people from minority backgrounds are involved this does not bear influence on their involvement in decision making.
- We have a youth council, however this is predominantly (or all) white, British young people.



# Local initiatives are in place to provide special equipment for outdoor activities to enable all who do not have the necessary equipment to take part.

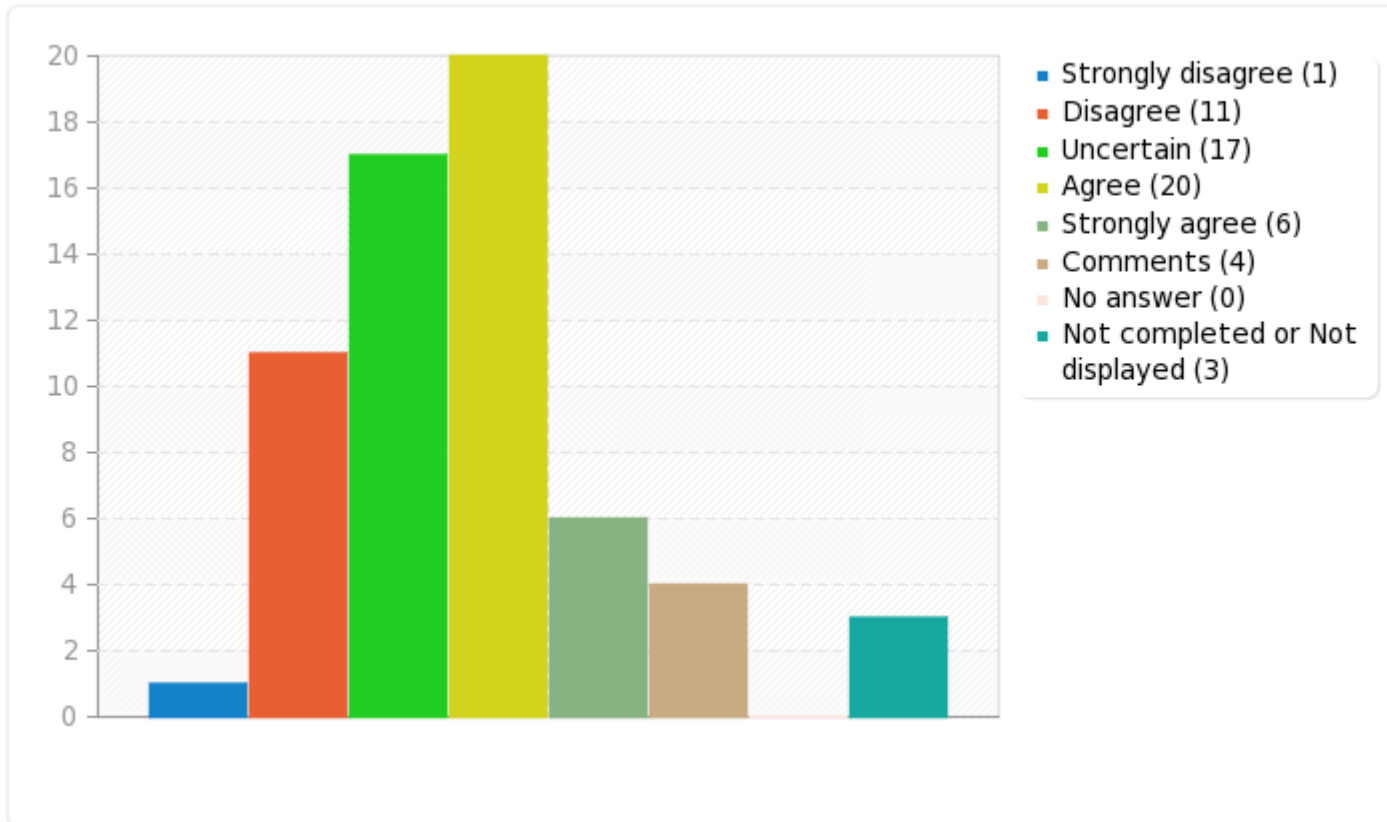


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- Some groups do it on their own but would be great to advertise this as a county store of rent-able/ or cheap equipment for expeditions or camps.
- There is a supply of specialised equipment available for activities and instructors trained to use it. However, this does not seem to get a lot of use which suggest limited disabilities in the local area or lack of knowledge that the equipment exists.
- I need to do some work on this area. I have been researching where to get hold of certain equipment and have made contact but need to communicate this to leaders in the District.
- Groups liaise well to help each other out when required.
- Scouting does not use the LAs resources and has limited knowledge of new initiatives e.g. personal budgets, short breaks programmes to make the most of this. There is very limited knowledge of the LA about what Scouting does to
- This is lacking, more equipment is needed. More communication between groups to allow sharing is also needed.



# Diversity is a part of the strategic development of Scouting within my locality.



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- There is an understanding that a strategy needs to be written and implemented but this has not been done as yet but our new DC may well change this - he is younger and has a better attitude to change - more aware of challenges around gender and different socio economic groups
- However you feel like you are hitting a brick wall as some members of local ethnic minorities will have nothing to do with scouting
- There is not a strategic objective at this time to specifically promote Scouting to those outside the minority groups within our local society.



# To ponder...

## Q1) Thinking of the organisation as a whole:

- 1) What is the one main challenge for us, inside Scouting, in making Scouting more diverse?
- 2) What is the one main challenge for us, outside Scouting, in making Scouting more diverse?
- 3) What do these challenges mean for us locally?

## Q2)

- a) Drawing on experiences to date and the lessons learnt – what would success in this area look like for us locally?
- b) What key action can we take to enable this success?
- c) What key area of support is required?



# **Continue the conversation...**

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