



1ST BURFORD SCOUT GROUP ADMISSIONS POLICY

The 1st Burford Scout Group is an educational charity, run by unpaid volunteers, which exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society.

NATIONAL POLICY

Relevant national policy, laid down in the The Scout Association's [Policy, Organisation and Rules](#) (POR) follows:

“Rule 4.2 Admission to membership

- a. The decision to admit anyone to membership of a Scout Group rests with the Group Scout Leader, in accordance with The Scout Association's policies. In the case of a Sponsored Scout Group, this decision should also be subject to the recruitment policy (if any) defined in any sponsorship agreement.
- b. The Group Scout Leader (GSL) will generally delegate responsibility for admissions to the Leader in charge of the section concerned.
- c. There may be situations where a Group does not have the capacity or resources to meet the needs of a young person or make the reasonable adjustments necessary. In such instances, the District Commissioner should work with the parents/carer to find an alternative Group.

The Equal Opportunities Policy

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 Association.

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

- a. The Scout Association is committed to extending Scouting, 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, nor suffer disadvantage by reason of: Class or socio-economic status; ethnic origin, nationality (or statelessness) or race; gender (including gender reassignment); marital or civil partnership status; sexual orientation; disability (including mental or physical ability); political belief; pregnancy; religion or belief (including the absence of belief)

All Members of the Movement should seek to practise that equality, especially in promoting access to Scouting for all young people. The Scout Association opposes all forms of prejudice and discrimination, including racism, sexism, and homophobia. All Scout Groups, as independent 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 Scouting.

Reasonable Adjustments

Reasonable adjustments means actions to enable young people with disabilities to access Scouting and Scouting activities, as far as reasonably possible, to the same level as young people without disabilities. This should involve working in partnership with parents/carers, to identify needs and support strategies. Reasonable steps should also be taken to identify any young people with disabilities in the Section/Group. Further information about equalities legislation and Scouting is available via the members area of the website.”

1ST BURFORD SCOUT GROUP LOCAL POLICY

The 1st Burford Scout Group is a popular and successful group, and it is normal for each of the Beavers, Cubs and Scouts sections within the group to run at close to full capacity. As such we have a waiting list. Entry numbers to all sections have to be managed to ensure an even spread of age groups within each section so as to avoid creating surges in pack or troop numbers at a later date. This document outlines the policy for allocating places to Young People within the various sections of the Scout Group.

The maximum number of members in each section shall be set by the Group Scout Leader in consultation with the section leaders and respecting the limits defined in [POR](#). This number will differ across the sections to ensure that each section does not become so large for a given age group as to degrade the experience offered to young people. As the Group is run entirely by unpaid volunteers we rely on the help and support from members families in delivering the full range of activities and fundraising events.

Waiting Lists

Boys and girls can be added to the waiting list upon reaching four years of age. Scouting is equally open to boys and girls. Admissions to the sections will normally occur at the beginning of each scout term (broadly aligning with local school terms). Exceptions can be made by arrangement with the relevant Section Leader. Existing members transferring from another group may start at the earliest convenient opportunity by arrangement with the Section Leader.

When the number of Young People on the waiting list exceeds the number of places available, the following criteria will be applied (in this order) when vacancies arise:-

1. If a parent is, or becomes, a uniformed leader or Executive Committee member with key roles within one of the sections in the Group. Or if a parent is or becomes part of the district, county or national management of Scouting. At the discretion of the Group Scout Leader, this level of priority may also be applied in the case of a parent who commits to being a permanent helper. Our priority is to provide enthusiastic adult leadership in each section enabling us to run a balanced and exciting programme for our young people. We are always recruiting new leaders in order to both sustain and grow Scouting, and therefore offer priority to volunteers in Scouting.
2. Existing members of the 1st Burford Scout Group, ie Beavers moving up to Cubs or Cubs moving up to Scouts. It is the Group's aim to ensure a person who is within the Scout Group can continue through Beavers, Cubs and Scouts. Where this results in over-subscription to the receiving section, regard may be given to the level of engagement of the young person and their parents in Scouting in prioritising those that should move up. However, allowance will always be made for where disabilities might be restricting the level of engagement.
3. Young people who move into the area and who are already in the Scouting movement will be offered places wherever possible, regardless of the waiting list.
 - a. Priority 3a will be given to those children who have moved a distance that would preclude membership of their previous group (and might therefore be forced out of Scouting).
 - b. Priority 3b will be those requesting a transfer from another local group for matters of convenience (such as travel time), unless there are extenuating circumstances justifying a higher priority (such as resolving bullying or the inability of the other group to reasonably accommodate a disability that could be accommodated by 1st Burford).
4. Anyone else on the waiting list.

Waiting list applicants will be offered a place, taking into account the priorities above and then their time on the waiting list. Young people who do not receive a place in the section for which they

have applied by one year before the maximum age of that section will be considered for the next section, based on the length of time they have already spent on the waiting list. If an offer of joining a section is made to a parent of a young person on the waiting list, it is expected that the young person be able to join the group within one month. If the place is declined or the young person does not begin attending meetings within a month, the place may be offered to the next young person and the first young person will drop to the bottom of that cohort. This is to ensure that spaces are not 'reserved' for extended periods when another young person could be benefiting.

Disabilities and Additional Needs

Burford Scout Group follows national Scout Association policy (extracts above in the first section) relating to additional needs and will work with parents and the District Commissioner to strive to meet the needs of all young people.

Scholarships

While resources are constrained since the Group is solely funded by subscriptions and fundraising, genuine financial hardship should not be a barrier to a young person taking part in Scouting. Section leaders can discreetly discuss the potential for the group to fund a young person's subscription fees and uniform if the young person would otherwise be unable to attend Scouting. A paperwork application will allow the group to account for expenditure in subsidising those in genuine financial hardship.

Appeal

If all discussions with a Section Leader have been exhausted regarding a disagreement over the admissions policy, a parent may wish to appeal against the decision to the GSL. Section leaders will be able to offer GSL contact details on request. The appeal may be made in writing and would ideally be followed up by a subsequent face to face meeting with the GSL. If the disagreement cannot be resolved with the GSL, guidance can be sought by parents or the GSL from the District Commissioner. If required, County and The Scout Association can offer higher level scrutiny for extraordinary cases.