

# Scouts

Durham Scouts

*Welcome To The Durham County Diversity & Inclusion Workshop*

*April 2019*

# Agenda / Plan of the Day

10.00 am	Welcome – David Stokes, County Commissioner
10.05 am	Introduction presentation – Diversity and Inclusion Team
10.30 am	Mental Health Awareness Session - Simon Hogg, Mental Health First Aid Trainer
11.30 am	Autism Basic's & Best Practice – the North East Autism Society
12.30 pm	Lunch Break
1.00 pm	LGBT Awareness Session – delivered by Darlington ARQ
2.00 pm	Reasonable Adjustments 101
2.30 pm	Disability within Scouting – delivered by Alex Smith ACC Diversity & Inclusion
3.00 pm	Break / Catch up time
3.30 pm	Closing presentation – key resources / signposting (including new Scout Association Autism resources)
4.00 pm	Close



# Housekeeping / Safety

No planned fire drills – if fire alarm does go off exit in an orderly fashion.

Toilets – please just go.

Hydration – please help yourself, stay hydrated with water.

Break – we have 2 scheduled breaks in the day however; at any point please feel free to take some time out if you feel is necessary. There is a lot to take in.

Difficult topics – some of the topics discussed can be emotionally challenging, if you need space please feel free to leave the room and return when ready.

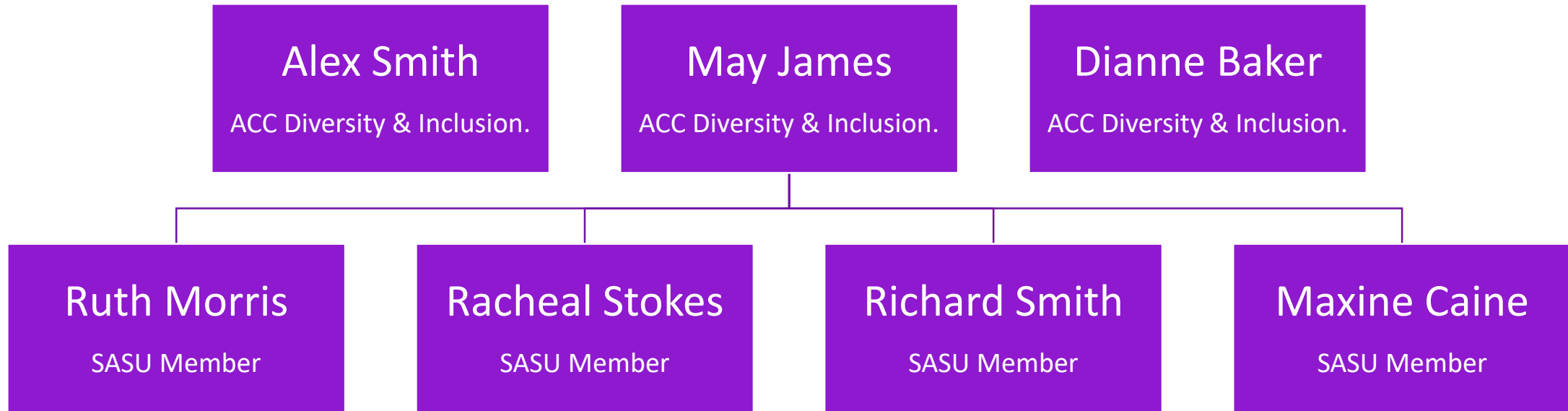
This is a relatively relaxed day – enjoy, learn & connect with others.

# Print outs

- Refrained from give you loads of paper.
- Throughout the day there may be handouts.
- All links are going to be available online.
- There are print outs available at the back on a resource stand for those who want to take something that is relevant.
- Pinning the resources up in your meeting places / notice boards is a great way to spread information to other leaders.

# The Diversity & Inclusion Support Team

7 Members (so far), all ready to help, all with different strengths / specialisms.



We are always looking for more members to the team; if you work in a particular area / have experience or interest please email [Diversity.inclusion@durhamscouts.org.uk](mailto:Diversity.inclusion@durhamscouts.org.uk)

# Why are we all here?

- As Scouting volunteers we live and breath the scouting values everyday and all have a common goal in mind.
- In order to achieve this we have to be aware of the world around us and act upon changes in society to stay engaged with young people to help them to make positive contributions in society.

We make a positive difference

We act with integrity

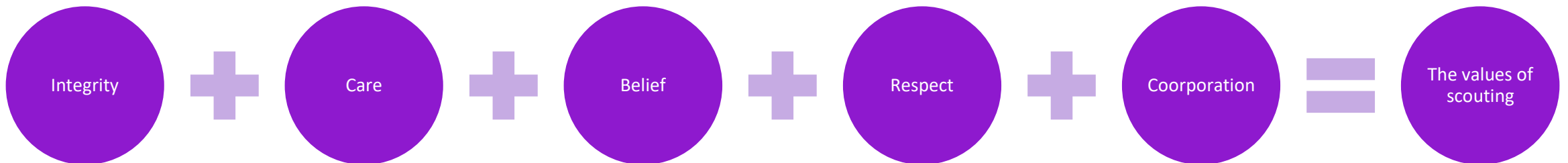
We have respect for others

We explore our faiths & beliefs

We cooperate with others

We support others

We learn with an open mind



# What is Diversity & Inclusion?

What does it mean?

*In simple terms, diversity is the mix and inclusion is getting the mix to work well together*

*(Global Diversity Practice, 2017).*

At Durham Scouts we value Diversity & Inclusion and are constantly working to ensure that no person should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:

- age
- class or socio-economic status
- ethnic origin, nationality (or statelessness) or race
- gender (including gender re-assignment)
- disability (including mental or physical ability)
- pregnancy
- political belief
- religion or belief (including the absence of belief)
- sexual orientation
- marital or civil partnership status

*Our Equal Opportunities Policy as stated in POR supports this...*

# What does it mean for us practically?

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.

*More on this with practical advice at 2pm with the Reasonable Adjustments Session*



GENDER...

# The Current Picture - Representation

Statistics / General Overview / Census 19

8,153  
members in  
the County  
(adults +  
young people)

103 groups  
operating in  
14 districts

6,183 young  
people  
1,970 adults

Young People...  
Beavers: 20% female  
Cubs: 24% female  
Scouts: 45% female  
Explorers : 31% female  
Overall = 26% of our youth membership are female

In terms of  
Managerial  
Roles we have  
a 50/50  
gender spilt

44% of our  
adult leaders  
are female

Overall as a  
County we are  
a 31% female  
organisation

# The Current Picture

Statistics / General Overview / Census 19

**Ethnicity...**

We have a total of 126 Non-White members (reported)  
1.6% of our members

206 people did not disclose their ethnicity – must be taken into account when interpreting results

We have only 2 districts who have leaders who identify as Non-White  
(Teesdale & Durham City)

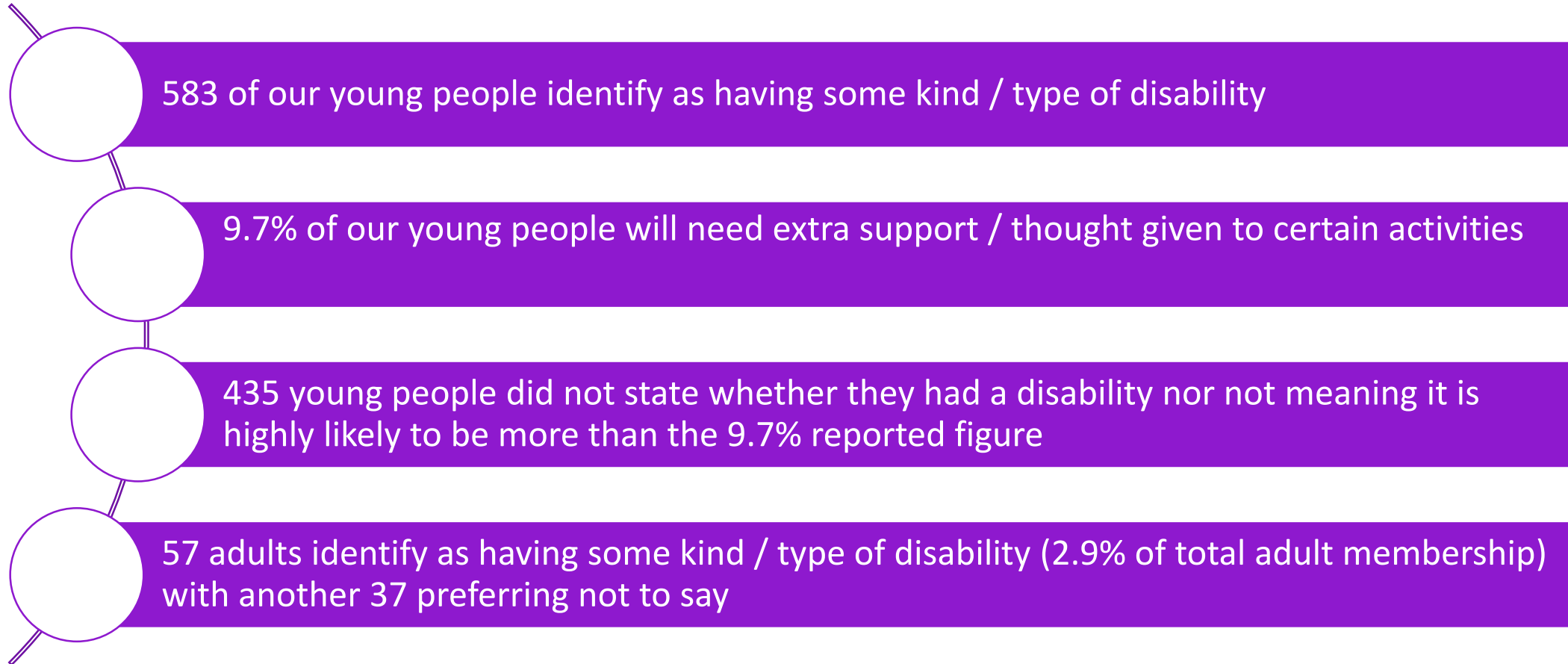
For perspective...

In 2011 the Non White Population in the North East was reported at 6.4% (likely to be higher now in 2019)

We are currently sat at 1.6% as an organisation

## The Current Picture

Statistics / General Overview / Census 19

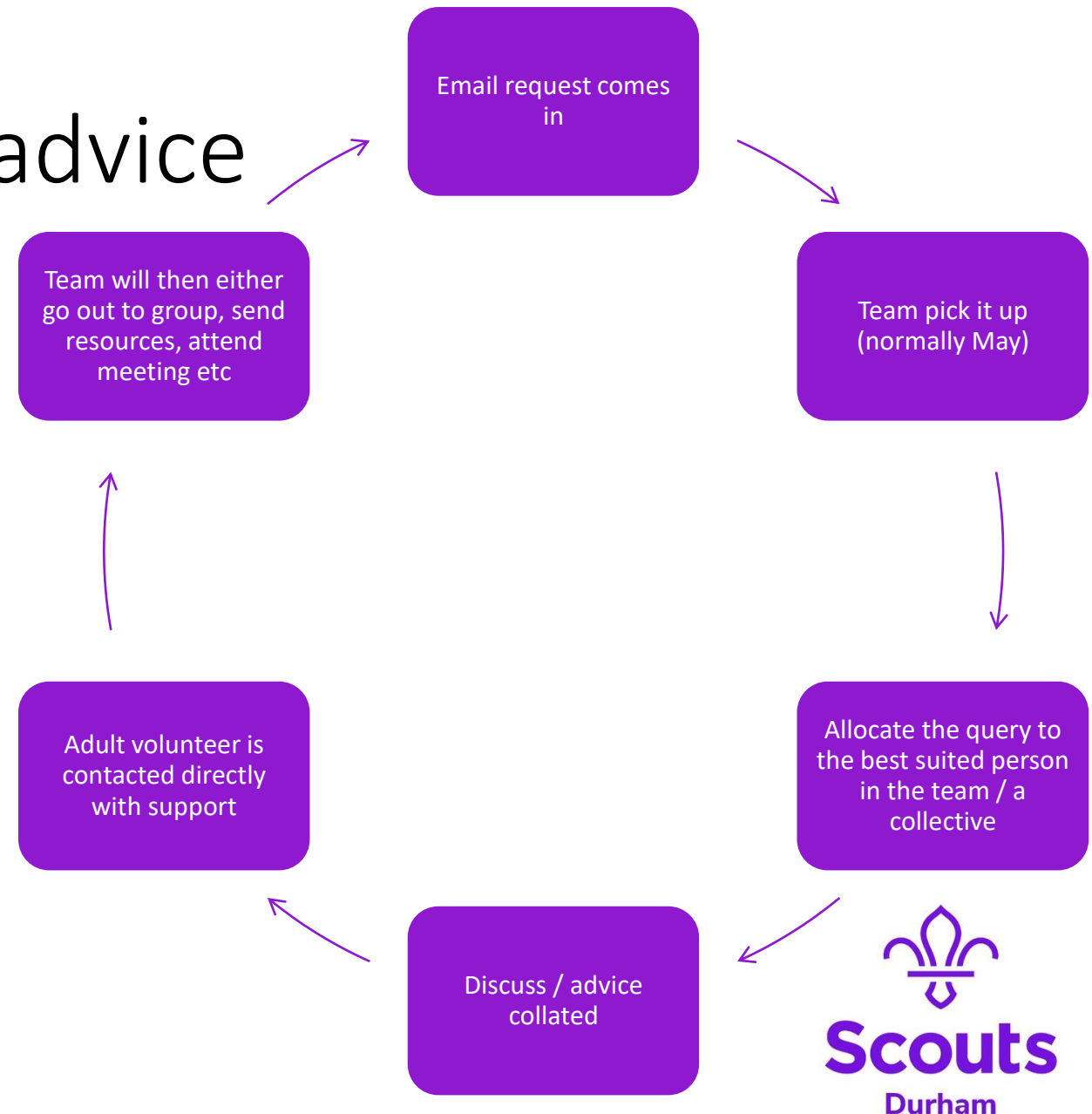


# General pointers

- Scout website is a great help
- E-Learning modules
- Headquarters contact for any clarification
- Email the Diversity & Inclusion team and we will get in touch with the right people
- The Additional Needs Directory

# How to get support & advice

- Explain the current process...
- Support comes in a variety of forms;
  - Help facilitate meetings with parents
  - Visiting groups
  - Sending online resources
  - Sharing past experiences / success stories
- You (as the person asking for help) can choose how much or as little input you want from us



# What we don't / won't do...

- Answer questions on the spot without prior knowledge
- A lot of the time we will get back to you with 'best practice' at that time.
- Give instructions on actions you 'must' take
- Turn up randomly at groups
- Pretend to be an expert when we are not
- Judge or shame you / your group or situation for not so great practice... we all are on a learning journey!

We aren't a fairy godmothers (sadly), we don't know all the answers, we are here to go through the motions with you and offer support to move forward.

# Disclaimer...

- Not all topics / issues are going to be covered today by any means—we would be here for weeks!
- If something is not covered which you need help with just ask via email request and we will get back to you.
- This workshop is designed to be a very basic start / introduction to the given topics...
- Some of you already may work in areas / have vast amounts of knowledge in various topics
- The idea of today is to give us all a basic understanding

# Feedback...

- We welcome ALL FEEDBACK
  - We very much want to improve
  - This is the first event we have done
  - All topic suggestions / future event ideas are welcome
- 
- Feedback form available at end of day
  - Alternatively email any comments to:  
[diversity.inclusion@durhamscouts.org.uk](mailto:diversity.inclusion@durhamscouts.org.uk)





# Questions...

- NOTHING IS A SILLY QUESTION.
- Please ask all questions at the end of each session. Guest speakers are not here all day.
- We may not be able to answer your question today, we might have to get back to you...
- Why questions are a constant learning process with diversity & inclusion.

# Queries today...

- Dianne Baker ACC Diversity & Inclusion is here today and is happy to help anyone if they have any queries regarding young people with additional needs / setting up a group within a SEN (special educational needs) school.
- Dianne works with a variety of young people with additional needs on a daily basis.
- Dianne successfully runs the Trinity Durham Scout Group, based within Trinity School on a weekly basis.



# Overall aims of the day...

- Please use today as a long term discussion back to your groups / districts.
- This is a continuing learning process which we are all on (me as much as you)!
- Feel more confident as a leader to ask for support / second opinions.
- Feel positive towards challenging topics, knowing that there is often a very easy solution.

I would now like to welcome...

**Simon Hogg**

Mental Health First Aider

Fellow Scouter

***Mental Health Awareness Session***

***10.30– 11.30am***



**Scouts**

**Durham**