

	Gasóga na hÉireann/Scouting Ireland			
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	SID-EQ01	26 <sup>th</sup> May 2007	10 <sup>th</sup> Feb. 2018	Feb 2021
	Category: Equality and Inclusiveness			
<b>Policy on Promoting Cultural Diversity</b>				

Related Documents
SID-104/13 - Equality & Inclusiveness Policy
SID-104A/15 - Position Description - Equality, Diversity and Inclusiveness Advisor and Facilitator

Revision Schedule		
Revision	Date	Description
A	10/02/2017	Minor Revisions
#	26/05/2007	Document Issued

## **Preamble**

Article 2 of the Scouting Ireland Constitution states:

Scouting Ireland is a voluntary, uniformed, non-formal educational movement for young people. It is independent, non-political, open to all without distinction of origin, race, creed, gender, sexual orientation or ability, in accordance with the purpose, principles and method conceived by the Founder, Robert Baden-Powell and as stated by the World Organisation of the Scout Movement.

Scouting Ireland believes that the make-up of its membership should give a fair reflection of the ethnic and cultural diversity that exists within Irish society. By reaching out to people of non-Irish national background, who are resident in Ireland, and by welcoming them into its membership, Scouting Ireland can make a valuable and lasting contribution to Irish society, which is becoming increasingly multicultural.

## **Introduction**

This document states Scouting Ireland's policy on the challenge of promoting cultural diversity; states its key objectives in this initiative and broadly outlines the roles to be played by all.

In accordance with this policy, the National Youth Programme Committee shall ensure that Scout Groups are provided with appropriate and more detailed resource material in order to assist them in achieving the policy's objectives. Initiatives to promote cultural diversity at all levels of Scouting Ireland should be carried out in accordance with this policy.

## **Part I: OBJECTIVES**

- Scouting Ireland wishes to promote cultural diversity amongst its membership by welcoming people of all ethnic and cultural backgrounds, resident throughout the island of Ireland, to become active members of Scouting Ireland.
- It is Scouting Ireland's preference - rather than for individual non-Irish national communities to set up their own Scout Groups - for its established Scout Groups to work actively to welcome non-Irish nationals, resident locally, into their membership.
- Scouting Ireland wishes in particular to promote the participation of young people of all cultural backgrounds as youth members of Scouting Ireland at local level.
- Scouting Ireland also welcomes non-Irish nationals, resident in Ireland, to become involved as Scouters with their local Scout Groups and in the administration of Scouting Ireland at County, Province and National level in accordance with membership policy.

## **Part II: METHOD**

### **Groups:**

Scouting Ireland entrusts its Groups to take the lead in this initiative for it believes that Groups know best how to face the challenges that are relevant to their own communities.

Scouting Ireland fully recognises that demographics will differ from one community to another and thereby also the extent of the opportunity for different Groups to welcome non-Irish nationals, resident locally, into their membership.

Scouting Ireland also recognises the common challenges to promoting cultural diversity faced by many Groups such as lack of adult volunteers and existing waiting-lists and is committed to supporting its Groups in overcoming these challenges.

### **Youth Programme:**

Scouting Ireland entrusts the National Youth Programme Committee through the Youth Programme:

- to ensure that Groups are provided with the necessary resource material, advice and support in order to implement this policy;
- to ensure that thorough evaluation of the implementation of this policy is carried out, findings reported upon and resulting recommendations acted upon accordingly.

### **County, Provincial and National Management Committees:**

Scouting Ireland entrusts its administrative structures at County, Provincial and National level to ensure that the task of promoting cultural diversity in Scouting Ireland is given due attention at management meetings and to support the Groups in putting this policy into action.