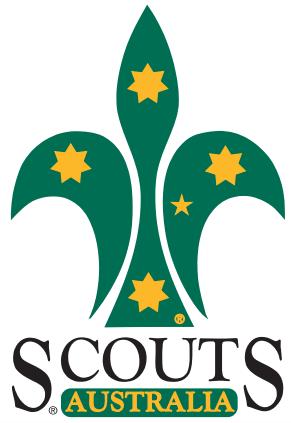


POLICY AND RULES 2017

8TH EDITION



RULES ON HOW TO
PLAY THE GAME
OF SCOUTING



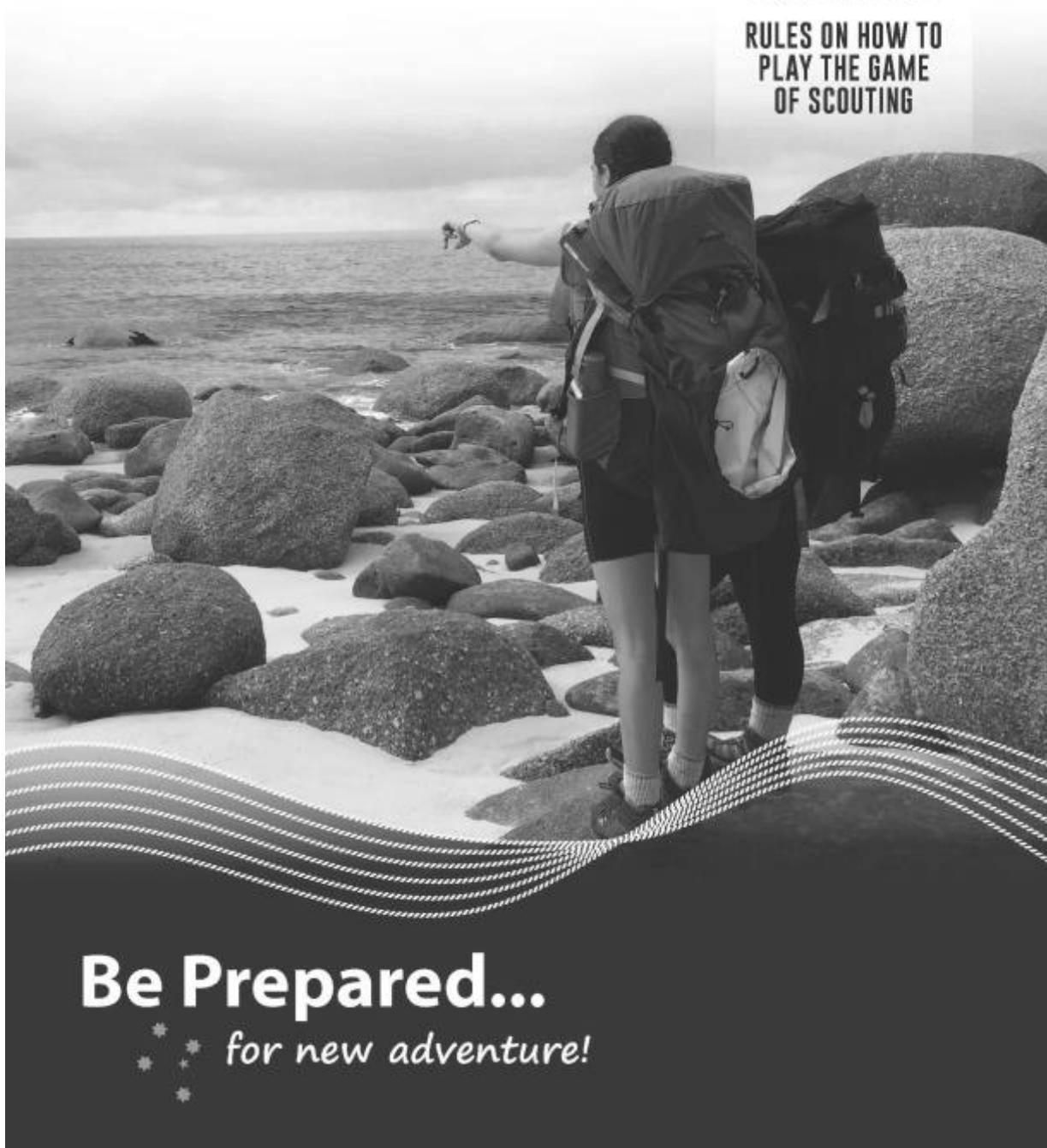
Be Prepared...
* * * for new adventure!

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*Issued by the order of the
National Council of The Scout Association of Australia
by virtue of the powers vested in it by the Royal Charter*

NB: This edition includes amendments and changes approved by the National Executive Committee up to and including its November 2016 meeting.



AN AUSTRALIAN SCOUT PUBLICATION

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PREFACE

The Scout Association of Australia was inaugurated on 15 December 1958 and was subsequently incorporated by a Royal Charter granted by Her Majesty Queen Elizabeth II on 17 October 1967.

The Association functions in accordance with the provisions of the Royal Charter and By-Laws.

Policy and Rules (P&R) has been adopted by the National Council of The Scout Association of Australia in accordance with the Royal Charter, as a statement of policy and practice for the conduct of Scouting in Australia and is binding on all Formations, members and supporters of the Movement.

There are two main parts. One part deals with matters of policy, the second part provides rules for the practice of Scouting in Australia. It is recognised that the distinction between a 'policy' and a 'rule' is sometimes difficult to make.

Each Branch of The Scout Association of Australia functions in accordance with its constitution and by-Laws, and shall prescribe such further policy and rules, not inconsistent with those contained in this manual, as required for the organisation and practice of Scouting within the Branch.

SUPPLEMENTARY POLICY DOCUMENTS

Various other National Policies are provided as separate documents on the Scouts Australia website under Resources for Members.

Contents

PREFACE.....	5
AMENDMENTS & UPDATES	14
1 THE SCOUT ASSOCIATION OF AUSTRALIA STATUS.....	15
2 VISION	15
3 MISSION STATEMENT.....	15
4 PURPOSE	15
5 MOTTO	15
6 VALUES.....	15
7 GOALS.....	16
8 METHODS	17
DEFINITIONS	18
EXPLANATION OF ABBREVIATIONS	20
POLICY.....	22
P1 PRINCIPLES	22
P1.3 PRINCIPLES.....	22
P1.4 DUTY TO GOD	22
P1.5 DUTY TO OTHERS.....	22
P1.6 DUTY TO SELF.....	23
P1.7 PROGRAM FOR THE DEVELOPMENT OF YOUTH	23
P1.8 ASSOCIATION VALUES	23
P1.8.1 23	
P1.8.3 Child Protection &Protection from Harm.....	23
P1.8.4 Health.....	24
P1.8.5 Earning Your Way	25
P1.8.6 Environment	26
P1.8.7 Spiritual Awareness	26
P1.8.8 Access and Equity	26
P1.8.9 Obligation to Parents and Guardians	27
P1.8.10 Parental and Family Involvement.....	27
P1.8.11 Leader's Rights.....	27
P1.8.12 Citizenship.....	28
P2 DUTY OF CARE	29
P2.1 DEFINITION	29

P2.2	AUTHORISED PERSON IN CHARGE.....	29
P2.3	ROLE OF BRANCHES	29
P2.4	CATEGORIES OF ACTIVITIES	29
P2.5	HEALTH CARE	29
P3	MEMBERSHIP OF THE SCOUT ASSOCIATION OF AUSTRALIA	31
P3.1	MEMBERS	31
P3.2	SUPPORTERS	31
P3.3	MEMBERSHIP OF THE BRANCH	32
P3.4	RESOURCES	32
P3.5	UNDERTAKING BY ADULT MEMBERS	32
P3.6	RIGHT TO WEAR UNIFORM.....	32
P3.7	SCOUT PROMISE	32
P3.8	CUB SCOUT PROMISE	33
P3.9	JOEY SCOUT PROMISE	33
P3.10	SCOUT LAW.....	34
P3.11	CUB SCOUT LAW	34
P3.12	JOEY SCOUT LAW	34
P3.13	MAKING THE PROMISE	34
P3.14	ADMISSION PROCEDURES	34
P4	PRINCIPAL ACCOUNTABILITIES	35
P4.1	NATIONAL ORGANISATION.....	35
P4.2	BRANCHES.....	36
P4.3	DISTRICT OR ALTERNATIVE SUPPORT STRUCTURE.....	36
P4.4	SCOUT GROUP	37
P5	PERSONNEL MANAGEMENT	38
P5.1	ADULTS IN SCOUTING	38
P5.2	CODES OF ETHICS AND CONDUCT	39
P5.2.1	Code of Ethics	39
P5.2.2	Code of Conduct	40
P5.3	MANAGEMENT PROCESS.....	41
P5.3.1	Management of Adults	41
P5.3.2	Branch Responsibility	41
P5.3.3	Recruitment	41
P5.3.4	Application for Appointment	42
P5.3.5	Mutual Agreement	42

P5.3.6	Enquiries into the Suitability of Applicants	43
P5.3.7	Appointment.....	43
P5.3.8	Training, Personal Development and Support	44
P5.3.9	Review and Evaluation.....	44
P5.3.10	Renewal	45
P5.3.11	Reassignment.....	45
P5.3.12	Retirement.....	45
P5.3.13	Dismissal and Discipline.....	45
P5.4	YOUNG PEOPLE AS YOUTH HELPERS	46
P5.5	GRIEF AND TRAUMA COUNSELLING	46
P6	MANAGEMENT OF THE ROVER SCOUT SECTION.....	47
P6.1	OPERATION	47
P6.2	NATIONAL ROVER COUNCIL	47
P6.3	BRANCH ROVER COUNCIL.....	48
P7	FINANCE, PROPERTY, INSURANCE AND LEGAL PROTECTION	49
P7.1	NATIONAL AND BRANCH RULES	49
P7.2	LEGAL REQUIREMENTS	49
P7.3	POLICIES RELATING TO FUNDRAISING.....	49
P7.4	CONDUCTING FUNDRAISING	49
P7.5	LEGAL PROTECTION	49
P7.6	COPYRIGHT	49
P7.7	ENDORSEMENT OF PRODUCTS.....	49
P8	COMMUNITY AND EXTERNAL RELATIONS	50
P8.1	COMMUNITY RELATIONS.....	50
P8.2	POLITICS.....	50
P8.3	PUBLIC STATEMENTS	50
P8.4	SCOUTING AND GUIDING	50
P8.5	AUSTRALIAN FELLOWSHIP OF FORMER SCOUTS AND GUIDES	50
RULES.....		51
R1	NATIONAL ORGANISATION	51
R1.1	MEMBERSHIP OF NATIONAL ORGANISATION	51
R1.1.1	National Council.....	51
R1.1.2	National Executive Committee	51
R1.1.3	Management and Responsibilities	52
R1.1.4	Operations Committee	52

R1.1.5	Management and Responsibilities	53
R1.2	CHIEF SCOUT.....	54
R1.3	NATIONAL PRESIDENT	54
R1.4	NATIONAL VICE-PRESIDENTS.....	54
R1.5	CHIEF COMMISSIONER	54
R1.6	NATIONAL COMMISSIONERS AND ADVISERS.....	54
R1.7	NATIONAL POLICY AND RULES	55
R1.8	LIFE MEMBERS	55
R1.9	APPOINTMENTS AND RETIREMENTS.....	55
R2	THE BRANCH.....	56
R2.1	BRANCH ASSOCIATIONS.....	56
R2.2	STATUS.....	56
R2.3	THE BRANCHES	56
R2.4	FUNCTIONS	56
R2.5	ORGANISATION.....	57
R2.6	CHIEF SCOUT	57
R2.7	CHIEF COMMISSIONER	57
R2.8	MEMBERSHIP.....	57
R2.9	BRANCH PROCEDURES AND RULES	57
R2.10	NEW BRANCHES.....	58
R3	SUPPORT FOR GROUPS.....	59
R3.1	STATUS.....	59
R3.2	METHOD	59
R3.3	DISTRICT ASSOCIATION.....	59
R3.4	DISTRICT EXECUTIVE COMMITTEE.....	59
R3.5	DISTRICT COMMISSIONER	60
R3.5.1	Youth Program and General Support	60
R3.5.2	Leadership Needs	60
R3.5.3	Scouting Fundamentals	61
R3.5.4	Planning for Success	61
R3.5.5	Problem Solving	61
R3.5.6	Effective Communication	61
R3.5.7	Recognise Performance	61
R3.6	DISTRICT LEADERS	62
R4	THE SCOUT GROUP	62

R4.1	OBJECTIVE	62
R4.2	METHOD	62
R4.3	ORGANISATION	62
R4.4	GROUP LEADER	63
R4.4.1	Youth Program and Development	63
R4.4.2	Leadership Needs	63
R4.4.3	Scouting Fundamentals	63
R4.4.4	Planning for Success	63
R4.4.5	Problem Solving	63
R4.4.6	Effective Communication	64
R4.4.7	Recognise Performance	64
R4.4.8	Rover Scout Section	64
R4.5	ABSENCE OF GROUP LEADER OR SECTION LEADER	64
R4.6	GROUP COUNCIL	64
R4.7	GROUP SUPPORT COMMITTEE	65
R4.8	GROUP FINANCE AND PROPERTY	65
R5	JOEY SCOUT SECTION	66
R5.1	EDUCATIONAL OUTCOMES	66
R5.2	METHOD	66
R5.3	MEMBERSHIP	66
R5.4	ORGANISATION AND LEADERSHIP	67
R6	CUB SCOUT SECTION	67
R6.1	EDUCATIONAL OUTCOMES	67
R6.2	METHOD	67
R6.3	MEMBERSHIP	68
R6.4	ORGANISATION AND LEADERSHIP	68
R7	SCOUT SECTION	68
R7.1	EDUCATIONAL OUTCOMES	68
R7.2	METHOD	69
R7.3	MEMBERSHIP	69
R7.4	ORGANISATION AND LEADERSHIP	69
R8	VENTURER SCOUT SECTION	71
R8.1	EDUCATIONAL OUTCOMES	71
R8.2	METHOD	71
R8.3	MEMBERSHIP	72

R8.4	ORGANISATION AND LEADERSHIP.....	72
R9	ROVER SCOUT SECTION.....	73
R9.1	EDUCATIONAL OUTCOMES.....	73
R9.2	METHOD	73
R9.3	MEMBERSHIP.....	73
R9.4	ORGANISATION AND LEADERSHIP.....	74
R9.5	ROVER SCOUT SERVICE AWARD	74
R10	SCOUT FELLOWSHIP	75
R10.1	PURPOSE.....	75
R10.2	MEMBERSHIP.....	75
R10.3	ORGANISATION AND LEADERSHIP.....	75
R11	ADULT TRAINING AND DEVELOPMENT	76
R11.1	THE SCHEME	76
R11.1.1	Program	76
R11.1.2	Recognition of Prior Learning/Current Competencies	76
R11.1.3	Personnel.....	77
R11.1.4	SAIT	77
R12	SAFE PRACTICE	78
R12.1	BRANCH PROCEDURES.....	78
R12.2	TRANSPORT.....	78
R12.3	TRAFFIC SAFETY	78
R12.4	DRUGS AND ALCOHOL.....	78
R12.5	FIREARMS.....	79
R12.6	FIRE	79
R12.7	PIONEERING ACTIVITIES	79
R12.8	PROVISIONS FOR MALE AND FEMALE MEMBERS	79
R12.9	KNIVES.....	80
R12.10	SWIMMING: JOEY SCOUTS, CUB SCOUTS, SCOUTS	80
R12.11	SWIMMING: SCOUT PATROLS	80
R12.12	SWIMMING: VENTURER SCOUTS	80
R12.13	BOATING	80
R12.14	ROVER SCOUT ACTIVITIES.....	81
R12.15	AIR ACTIVITIES	81
R12.16	ADVENTUROUS ACTIVITY PROGRAMS	81
R13	DECORATIONS AND AWARDS	82

R13.1	THE AWARD SYSTEM	82
R13.2	SERVICE BADGES FOR SECTION MEMBERS	83
R13.3	RECOGNITION OF SERVICE BY LEADERS	83
R13.4	RECOGNITION OF FURTHER SERVICE BY LEADERS	83
R13.5	SCOUTS AUSTRALIA ADULT RECOGNITION AWARDS.....	83
R13.6	RECOGNITION OF INFORMAL SUPPORT TO LEADERS	87
R13.6.1	Appreciation Award.....	87
R13.7	AWARDS FOR GALLANTRY	87
R13.8	AWARDS FOR MERITORIOUS CONDUCT	88
R13.9	AWARDS BY OTHER ORGANISATIONS	88
R13.9.1	War Service Medals, Decorations and Orders.....	88
R13.9.2	Decorations Awarded by Overseas Governments and Scout Associations	88
R13.9.3	First Aid Badge and Armlets	89
R13.9.4	Lifesaving Badges and Medals	89
R13.9.5	Badges of Sponsoring Authorities	89
R13.9.6	Duke of Edinburgh Awards	89
R13.9.7	World Guide Badge.....	89
R13.10	WEARING OF AWARDS AND EMBLEMS.....	89
R14	UNIFORM, BADGES AND INSIGNIA	90
R14.1	GENERAL RULES	90
R14.2	ITEMS OF THE NATIONAL UNIFORM	90
R14.2.1	Headgear.....	90
R14.2.2	Shirt.....	91
R14.2.3	Shorts	91
R14.2.4	Trousers	91
R14.2.5	Skirts	91
R14.2.6	Belts	91
R14.2.7	Footwear.....	91
R14.2.8	Scarf	91
R14.2.9	Kilt	92
R14.2.10	Fleece Jackets	92
R14.3	METHOD OF WEAR OF THE NATIONAL UNIFORM	92
R14.3.1	Joey Scouts.....	92
R14.3.2	Cub Scouts	92
R14.3.3	Scouts.....	92
R14.3.4	Venturer Scouts	92

R14.3.5	Rover Scouts	92
R14.3.6	Girl Guides	92
R14.3.7	Leaders.....	93
R14.4	BADGES AND INSIGNIA	93
R14.4.1	General Rules.....	93
R14.4.2	Joey Scouts.....	93
R14.4.3	Cub Scouts	93
R14.4.4	Scouts.....	94
R14.4.5	Venturer Scouts	94
R14.4.6	Rover Scouts	94
R14.4.7	Adult Leaders	94
R14.4.8	Other Adult Members Entitled to Wear Uniform	96
R14.4.9	Badges Indicating a Qualification or Skill (Earned Badges)	96
R14.4.10	Badges Worn When Not in Uniform.....	98
R15	GENERAL RULES.....	99
R15.1	TRAVEL	99
R15.1.1	Emergency Contact Details.....	99
R15.2	FLAGS	99
R15.3	PUBLIC PERFORMANCES.....	101
R15.4	SCOUTING PROTOCOLS	101
R15.4.1	Salutes.....	101
R15.4.2	Handshake	102
R15.5	MOURNING	102
APPENDICES	103	
	APPENDIX 1: THE AUSTRALIAN SCOUT ENVIRONMENT CHARTER.....	104
	APPENDIX 2: ORGANISATION CHART	105
	APPENDIX 3: SALUTE ILLUSTRATIONS	106
	APPENDIX 4: UNIFORM ILLUSTRATIONS.....	107
	Joey Scout	107
	Cub Scout	108
	Scout	109
	Venturer Scout	110
	Rover Scout	111
	Adult Leader.....	112

AMENDMENTS & UPDATES

NEC Meeting Date	Amendment / New Statement	Reference
7TH EDITION (REVISED –NEC JUNE 2016)		
25-26 June 2016	Update reference to Adult Resources Policy to Adults in Scouting Policy	P4.1.5; 4.1.11; P4.2.6 R1.3.11
25-26 June 2016	Add/Amend Explanations of Abbreviations to include Activities Team	Page 18.
25-26 June 2016	<Remove> Instructors, appointed nationally to assist in the training and support of members who are working in the adventurous activities areas	R11.1.3.3
25-26 June 2016	Leader Trainers, Assistant Leader Trainers and Instructors, appointed nationally to conduct training programs	R11.1.3.5
25-26 June 2016	This version brings the P & R into line with the June 2015 National Council approval of the Aim changing to the Purpose	various
8TH EDITION		
17-20 November 2016	Structural changes were made to P&R to address key organisational governance documents, resulting in some Policies and rules being moved around within the document.	Throughout.
17-20 November 2016	Alcohol Policy Scouts Australia guide young people towards the development of an informed and responsible attitude towards alcohol, through the example and guidance of the adults who accept leadership roles in the Movement.	P1.1.4 (2) & (3) Alcohol & Drugs – Pg.24
17-20 November 2016	The I CAN SIGN badge can be worn on the front of the uniform... should be placed on the left hand side of the Second, Sixer, Assistant Patrol Leader, Patrol Leader or Crew Leader Badge If the youth member is entitled to wear this as well. Adult Members who wear a Leader Name Bar should place the I CAN SIGN badge to the left hand of side this bar	R14.4.9 (7) I Can Sign – Pg.87 APPENDIX 4: UNIFORM ILLUSTRATIONS
17-20 November 2016	Joey Badge Placement to have the Participation Badges and the Promise Challenge all on the left sleeve	APPENDIX 4: UNIFORM ILLUSTRATIONS Pg.107
17-20 November 2016	Appendix 4. Uniform Illustrations updated to include the uniform placement of the Messengers of Peace badge; Camper badge and Walkabout badge	APPENDIX 4: UNIFORM ILLUSTRATIONS Pg. 107-111
17-20 November 2016	Code of Ethics inserted it specifies standards for Integrity; Respect and Courage	P5.2.1 4. - Pg.38
17-20 November 2016	Process for disputed highest service awards	R13.5.8b – Pg.86
17-20 November 2016	The addition of Cloth Emblems for: Outstanding Service Award: a green knot with a white outline on a blue background Distinguished Service Award: a white and orange knot on a blue background National President's Award: a red knot on a blue background	R13.5 (c) (e) (h) Pg. 84-86
17-20 November 2016	New Cover and update to note that this is the 8 th Edition (not a revision)	
17-20 November 2016	Addition of statement under Preface...Supplementary Policy Documents	Pg.5

PREAMBLE

1 THE SCOUT ASSOCIATION OF AUSTRALIA STATUS

The Scout Association of Australia, generally referred to as Scouts Australia, is incorporated by Royal Charter. It is the National Scout Organisation in Australia and is accorded membership status by the World Organisation of the Scout Movement. The Scout Association of Australia accepts the principles upon which Scouting worldwide is based as expressed in the Constitution of the World Organisation of the Scout Movement.

2 VISION

For Scouting to be seen as the pre-eminent youth organisation in Australia.

3 MISSION STATEMENT

The Scout Association of Australia operates a voluntary, non-political educational movement for young people, open to all without distinction of origin, race or creed, in accordance with the purpose, principles and method conceived by the Founder, Lord Baden-Powell.

The Mission for Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society.

4 PURPOSE

The purpose of the Scout Movement is to contribute to the education of young people in achieving their full physical, intellectual, emotional, social and spiritual potentials as individuals, as responsible citizens and as members of their local, national and international communities.

5 MOTTO

The motto of the Scout Association of Australia is “Be Prepared”.

6 VALUES

The Scout Association of Australia recognises the following values:

1. The importance of individuals developing a sense of personal identity and self-worth which leads to responsibility for oneself and one's actions as a citizen.

2. The belief that young people are able and willing to take responsibility and contribute to society.
3. The rights and responsibility of individuals to regulate their own health.
4. The importance of adults in providing suitable role models for young people.
5. The importance of not exposing young people to harm or exploitation.
6. The importance of individuals and the community adopting a lifestyle that allows ecologically sustainable development through preventing environmental overload, environmental degradation and resource depletion.
7. The importance of respect for and equity in dealings with all people, irrespective of culture, gender, religion or impairment.
8. The importance of mutual support and help between members of a community to maximise the quality of life for all.
9. The importance of the development of understanding between individuals as a contribution to peace between nations.
10. The importance of gainful employment in contributing to the sense of dignity and self-worth of the individual.
11. The importance of harnessing technological innovation to benefit human society.

7 GOALS

The Scout Association of Australia has set the following goals:

1. To provide challenging accredited programs to the youth of Australia, which are recognised and valued by the community and government.
2. To promote Scouting to the community on the basis of the high quality and relevance of its methodology and programs.
3. To have an increasingly male and female membership which reflects the social and cultural mix of the community.
4. To carefully select and train adult leaders on the basis of standards that are recognisable and measurable.
5. To have the community recognise, support and value the role of Scouting and its activities.
6. To be recognised by the community as being responsive to community youth issues.
7. To be recognised and consulted as a major contributor to establishing priorities and determining policies on community youth issues.
8. To have a high profile portraying a quality way of life.
9. To acquire and maintain adequate human, physical, and financial resources, which are used to the best advantage of

- Scouting and the community.
- 10. To provide opportunities for its members to participate in international activities.
- 11. To provide maximum support for the development of World Scouting particularly in the Asia-Pacific Region.

8 METHODS

The Scout Association of Australia achieves its aims through a system of progressive self-education, known as the Scout Method, the principal elements of which are:

- 1. Voluntary membership of a uniformed group which, guided by adults, is increasingly self-governing in its successive age groups.
- 2. Commitment to a code of living as expressed in the Promise and Law, the meaning of which is expanded as the member grows towards maturity.
- 3. The provision of a wide range of attractive, constructive and challenging activities, including opportunities for adventure and exploration, both indoors and outdoors.
- 4. The provision of opportunities for leadership and responsibility.
- 5. Learning by doing.
- 6. Encouragement of activities in small groups.
- 7. An award scheme that encourages participation in the full range of activities and provides recognition of individual achievements.

DEFINITIONS

Branch - The organisational level responsible for the administration and welfare of the Movement within a State or Territory.

Branch Council - The governing body of a Branch.

Branch Executive Committee - A committee appointed by the Branch Council to manage the affairs of the Branch.

Branch Rover Council - The coordinating body of the Rover Scout Section in a Branch.

Cub Scout - A youth member of the Cub Scout Section.

Cub Scout Pack - The Section of a Group, which admits Cub Scouts.

District - An organisational level accountable to the community for the support and welfare of Scouting within defined boundaries.

District Association - The governing body of a District.

District Executive Committee - A committee appointed by the District Association to manage the affairs of the District.

Formation - An organisational level within the Movement, including a Group, a District, a Region, a Branch and any other support level within a Branch.

Group - The organisational level, which delivers the Scout Program in the local community.

Group Support Committee - A committee which is responsible to the Group Leader for supporting the delivery of Scouting in the Group, and for the management of Group funding, property and equipment.

Group Council - A meeting of the Adult Leaders of a Group, chaired by the Group Leader, to plan and co-ordinate Scout training and activities in the Group.

Joey Scout - A youth member of the Joey Scout Section.

Joey Scout Mob - The Section of a Group, which admits Joey Scouts.

Leader - An adult holding a Certificate of Adult Membership, Certificate of Adult Leadership and a Certificate of Adult Appointment in Scouts Australia. Starts with a capital letter when referring to a specific title e.g. Patrol Leader.

Leader - An authorised person responsible for leading a specific activity. Is used on a generic basis and therefore the first letter is lowercase.

Movement - (see Scout Movement) All Formations and members in Australia and worldwide.

National Council - The governing body of The Scout Association of Australia.

National Executive Committee - A committee appointed by the National Council to manage the affairs of The Scout Association of Australia.

National Rover Council - The coordinating body for the Rover Scout Section in Australia.

Region - An organisational support level within a Branch to which Branch functions may be devolved.

Rover Scout - A member of the Rover Scout Section.

Rover Crew - The Section for Rover Scouts, in a Group or at any other level.

Scout - A youth member of the Scout Section: or, used as an adjective, denotes distinctive policies and practices of the Movement.

Scout Fellowship - A body of adults who adopt the Scout Promise, affiliated at any level to provide fellowship and service opportunities for its members.

Scout Movement - All Formations and members in Australia and worldwide.

Scouts Australia - the more commonly used name for The Scout Association of Australia.

Scout Troop - The Section of a Group, which admits Scouts.

Section - A Joey Scout Mob, a Cub Scout Pack, a Scout Troop, a Venturer Scout Unit or a Rover Crew.

The Association - The Scout Association of Australia.

The Scout Association of Australia - A body incorporated by Royal Charter to have full control, in all matters of policy and practice, of the Scout Movement in Australia and its Territories.

Venturer Scout - A youth member of the Venturer Scout Section.

Venturer Scout Unit - The Section of a Group which admits Venturer Scouts.

Youth Member - Young people within the age ranges defined for each Section.

EXPLANATION OF ABBREVIATIONS

AAL	Assistant Activity Leader
AL	Activity Leader
AAdv.AL	Assistant Adventurous Activity Leader
Adv.AL	Adventurous Activity Leader
ACC	Assistant Chief Commissioner
ACSL	Assistant Cub Scout Leader
AL(B or R)	Activity Leader (Branch, Region or District)
ALT	Assistant Leader Trainer
ADC	Assistant District Commissioner
ADV	Adviser (National, Branch, Region or District)
AGL	Assistant Group Leader
AJSL	Assistant Joey Scout Leader
APL	Assistant Patrol Leader
ARC	Assistant Region/Regional Commissioner
ASL	Assistant Scout Leader
ASS	Assessor
AVSL	Assistant Venturer Scout Leader
BC	Branch Commissioner (Designated Appointment) ¹
BHQ	Branch Headquarters
CAL	Certificate of Adult Leadership
CC	Chief Commissioner
CrL	Crew Leader
CSL	Cub Scout Leader
DA	District Association
DC	District Commissioner
DCC	Deputy Chief Commissioner
DL	District Leader (Designated Appointment)
DRA	District Rover Adviser
DTM	District Training Meeting
GL	Group Leader
Int Comm.	International Commissioner
INST	Instructor
JSL	Joey Scout Leader
LT	Leader Trainer
NCATD	National Commissioner, Adult Training and Development
NCE	National Chief Executive
NCYP	National Commissioner, Youth Program
NEC	National Executive Committee
NYC	National Youth Council
NRC	National Rover Council
PL	Patrol Leader
P&R	Policy and Rules (i.e. this publication)
PLA	Personal Leader Adviser
RA	Rover Adviser
RC	Region Commissioner
SL	Scout Leader

VSL

Venturer Scout Leader

¹ Branch Commissioners tend to have a specific designation such as a program Section, e.g. Branch Commissioner Joey Scouts, or Branch-wide area such as Branch Commissioner Adventurous Activities or Branch Commissioner Environment

POLICY

P1 PRINCIPLES

P1.3 PRINCIPLES

1. The Principles of Scouting, as identified by the Founder, are that Scouts should serve God, act in consideration of the needs of others and develop and use their abilities to the betterment of themselves, their families, and the community in which they live.
2. The three principles are represented by a Code of Conduct, which characterises all members of the Movement, and are referred to as "Duty to God", "Duty to others" and "Duty to self".

P1.4 DUTY TO GOD

1. The policy of the Scout Movement, which includes members of many different forms of religion, is that all members should develop their relationship with the spiritual values of life by adhering to spiritual principles, through loyalty to the religion that expresses them by acceptance of the duties resulting therefrom.
2. The educational approach of the Movement includes helping young people to search for the spiritual values of life.
3. The privilege of adult leadership carries with it the obligation of encouraging the spiritual growth of youth members so that they may gain a deeper understanding of their Duty to God as they progress through the Movement.
4. The growing spiritual relationship can be encouraged by the regular use of carefully selected prayers for everyday Scouting occasions.
5. Members should be encouraged to attend services of their own religion.
6. A gathering of members of the Movement, known as a Scouts' Own, may be held for worship and to promote fuller realisation of the Scout Promise and Law, but is supplementary to, and not in substitution for, the religious observances outlined in (1) and (5) above.

P1.5 DUTY TO OTHERS

All members of the Movement have a responsibility to the community, and to their families, by:

1. Contributing to, and accepting responsibility as members of the family unit.
2. Being loyal to Australia in harmony with the promotion of local, national and international friendship, understanding and cooperation.
3. Actively participating in the development of the community with recognition and respect for the dignity of other people, and for the preservation of the environment.

P1.6 DUTY TO SELF

All members have a responsibility to ensure that they develop to their full potential as individuals, and that they strengthen their self-respect and self-esteem.

P1.7 PROGRAM FOR THE DEVELOPMENT OF YOUTH

The Youth Program will:

1. Provide opportunities for personal growth in the areas of physical, emotional, intellectual, spiritual, values and social development; personal and group relationships; community and environmental responsibility.
2. Develop a sense of achievement amongst young people through membership in small friendship and interest groupings.
3. Provide challenging and appealing activities for these groupings, designed to meet the needs and capacities of the members.
4. Through these activities:
 - a. Promote health and fitness.
 - b. Promote knowledge of, and experience in, the local and wider community.
 - c. Promote appreciation of, and experience in, the outdoor environment.
 - d. Provide opportunities for, and training in, community service and environmental education.
 - e. Provide for, and encourage individual hobbies, interests and skills, and through them, a sense of individual achievement.

P1.8 ASSOCIATION VALUES

P1.8.1 Given that the Purpose of The Scout Association of Australia is to encourage the physical, intellectual, emotional, social and spiritual development of young people, it is realised that the future of our society is vested in each successive generation, and the values that they inherit.

P1.8.3 Child Protection & Protection from Harm

1. Duty of Care and Safe Practice

Policy P2 and Rule R12 specify Scouts Australia's policy relating to Duty of Care, and its rules for safe practice. This policy is to be read in conjunction with the Scouts Australia Child Protection Policy [INSERT YEAR ADOPTED].

2. Rights of the Child Scouts

Australia recognises that children, because of their vulnerability, need special care and protection, and it has an educational and recreational program which respects their rights, and takes full account of their best interests. The Scouting program provides guidance appropriate to the child's evolving capacities and

recognises their right to express an opinion, and to have it taken into account.

3. Respect for Others

Scouting encourages respect for others, and the dignity of individuals. Adults in Scouting provide an environment where young people feel safe and secure, and free from personal and verbal harassment/abuse. Scouts Australia takes a positive attitude towards encouraging youth members to be able to recognise situations which may lead to abuse; to be able to assert the right to resist the abuser; and to report abuse with confidence.

4. Initiations and Secret Ceremonies

Scouts Australia uses a number of approved ceremonies in its program. These ceremonies are described in Scouts Australia's official Ceremonies Handbook. All forms of initiation of members and the use of secret ceremonies are prohibited.

5. Personal Standards

Scouts Australia encourages respect for other people, expects its members to demonstrate high personal standards, and to refrain from swearing and using profane, indecent, rude, insulting or abusive language at Scouting meetings and activities.

6. Privacy

- a. Leaders, adult members and supporters must respect everyone's right to personal privacy at all times, and must take special care where sleeping, changing of clothing, bathing and ablutions are associated with any Scouting activity.
- b. Adults in Scouting should ensure that at least two adults are in attendance while supervising and/or accompanying youth members, whenever possible. Leaders and other adults normally do not share tents or sleeping accommodation with youth members.

P1.8.4 Health

1. Smoking

Scouts Australia expects leaders and other adult members and supporters to set a positive example by not smoking in the presence of youth members. Smoking by youth members under the legal age is prohibited on all Association property, and at all Association activities.

2. Alcohol

Scouts Australia regulates the consumption of alcohol at Association activities and on its property, through Branch rules. Adults in Scouting are dedicated to the welfare of young people and will comply with Branch rules for the consumption of alcohol.

Scouts Australia guide young people towards the development of an informed and responsible attitude towards alcohol, through the example and guidance of the adults who accept leadership roles in the Movement.

3. Drugs

Scouts Australia guide young people towards the development of an informed and responsible attitude towards legally available and illegal drugs, through the example and guidance of the adults who accept leadership roles in the Movement. Scouting condemns any form of substance abuse and reminds its members that Adults in Scouting are dedicated to the welfare of young people. Scouting is aware of peer pressure, which is a primary influence on young people, and prohibits the presence and illegal use of drugs at all Scouting meetings and activities, and on all Association property.

4. Sexual Hygiene

Scouts Australia's training program is based on the progressive development of members through childhood, adolescence and adulthood. Healthy sexual attitudes and sexual hygiene are important aspects of personal development, and in this context they form part of Scouts Australia's role. Scouts Australia recognises that training in these matters is primarily a family responsibility, but there are occasions on which advice and guidance from leaders is of benefit to individual members.

P1.8.5 Earning Your Way

1. Employment

Scouts Australia encourages members of the Movement to seek satisfying employment in accordance with the individual's ability and interests. It recognises that lack of employment contributes to loss of self-esteem in young people, and its youth training program encourages members to develop a positive attitude towards constructive and responsible citizenship, including employment.

2. Social Security

Scouts Australia recognises that some members of the Movement will inevitably have to rely on Social Security payments due to unemployment or invalidity. The Scout Program is designed to enhance one's self-esteem and confidence, to assist such members

in finding satisfying employment, and to provide sympathetic support pending such an outcome.

3. Gambling

Scouts Australia recognises that gambling, in one form or another, is part of the fabric of Australian society, and does not wish to impose restrictions on members beyond those imposed by community standards or the Law. However, Scouts Australia accepts its responsibility to members of the Movement to develop a responsible attitude towards excessive gambling or undesirable gambling practices.

P1.8.6 Environment

Scouts Australia endorses the practice of educating members of the Movement in environmental values as part of its program and practices, and by promoting the Australian Scout Environment Charter within the Movement. (See Appendix 1 - Rules).

P1.8.7 Spiritual Awareness

Scouts Australia's policy in relation to spirituality is in Policy 1.4.

P1.8.8 Access and Equity

1. Ethnic and Cultural Values

Scouts Australia respects the cultural values of all Australians and encourages and supports the involvement of persons from all backgrounds in the Scout Movement. The formation of indigenous and ethnic Scout Groups, and the admission of ethnic and indigenous young people into existing Scout Groups, are positive contributions to Australian society.

2. Persons with Disabilities

Scouts Australia provides for the admission of young people with physical, intellectual or sensory impairments as members of regular Scout Groups, or as members of special Groups. However, the youth training program may not be suited to some young people with severe to profound impairments. Consideration should be given to other specialist organisations, which are able to offer appropriate youth programs for such young people.

3. Gender

Scouts Australia has a policy of co-education in all Sections. Co-education is the process of educating persons of both sexes together to achieve an ultimate goal in which the relationship between males and females is one of equality, characterised by equal opportunity, mutual acceptance, understanding, respect and

enrichment based on partnership, co-responsibility and empowerment.

4. Financial Deprivation

Scouts Australia recognises that membership of the Movement incurs a cost to the member and his/her family. Scouts Australia's policy is that membership should not be denied on the basis of financial deprivation or the inability of a member or potential member to meet the cost associated with participation in the Scout Program.

P1.8.9 Obligation to Parents and Guardians

Scouts Australia has the following obligations to the parents and guardians of youth members:

1. To ensure high quality Scouting is offered to members.
2. To ensure that Scouts Australia's Duty of Care is responsibly exercised during all Scouting meetings and activities.
3. To ensure that the cost of Scouting is kept within the reach of families and potential members.
4. To ensure that current and potential youth members have the opportunity to participate in Scouts Australia's youth training program in their local community, by providing adequate Groups, Sections and leaders to meet the current demand and to provide for the growth of the Movement.

P1.8.10 Parental and Family Involvement

Scouts Australia encourages the active involvement of parents, guardians and family members in the Scout Program, and provides opportunities for adult family members to accept leadership, management and support roles at all Formations.

P1.8.11 Leader's Rights

Scouts Australia values the contribution made to the Movement by its leaders, and respects their rights as follows:

1. It will give due consideration to the personal preferences and abilities of leaders when making an appointment.
2. It will provide the leadership training and development necessary to undertake the duties of the appointment.
3. It will clearly define the lines of responsibility and communication applicable to the appointment.
4. It will provide opportunities for participation in the planning and evaluation of programs applicable to the appointment.

5. It will provide the opportunity to be heard by a person in authority if the need arises.
6. It will provide meaningful recognition of the leader's service and contributions to the Movement.

P1.8.12 Citizenship

1. Property Protection and Vandalism

Scouts Australia provides progressive training and development in citizenship, and promotes a positive attitude to the protection of the environment and property from damage and vandalism, and recognition of the need for individuals to take collective responsibility for the protection of society values and property.

2. Loyalty to Country

Scouts Australia promotes loyalty to one's country in harmony with the promotion of local, national and international peace, understanding and co-operation.

3. Politics

Scouts Australia's political policy is specified in Policy P9.2.

4. Service

Scouts Australia promotes the active participation of members in the welfare and development of society, with recognition and respect for the dignity of one's fellow citizens.

P2 DUTY OF CARE

P2.1 DEFINITION

1. Scouts Australia has a Duty of Care to all members of the Movement and their parents/guardians to provide a safe environment that protects members to the best of its ability from physical or emotional harm.
2. Scouts Australia shall ensure when recruiting and managing leaders and other persons in control of, or in contact with, young people that this duty is exercised.
3. All leaders are accountable to exercise this duty on behalf of Scouts Australia at all times.

P2.2 AUTHORISED PERSON IN CHARGE

1. The authorised person in charge of an activity shall exercise the Duty of Care on behalf of Scouts Australia and parents or guardians.
2. Leaders planning an activity for which they do not have the prescribed qualifications to enable them to exercise the responsibilities of the authorised person in charge, shall obtain an appropriately qualified person to conduct the activity. That person shall conduct the activity to the requirements of Scouts Australia and shall be the authorised person in charge of the activity.

P2.3 ROLE OF BRANCHES

Branches shall be responsible for promulgating rules for the conduct of activities, which give effect to and are consistent with the policies of The Scout Association of Australia.

P2.4 CATEGORIES OF ACTIVITIES

Activities undertaken by members of Scouts Australia fall into the following categories:

1. DAY-TO-DAY activities cover the normal program activities undertaken by the various Sections.
2. ADVENTUROUS activities shall be defined by National and each Branch, based on the appropriate community standards for activities requiring leadership by persons with prescribed qualifications and/or experience.
3. PROHIBITED activities shall be defined by each Branch at its sole discretion, and shall be binding on members of Scouts Australia registered in the Branch.

P2.5 HEALTH CARE

Adult Leaders, in meeting their Duty of Care, are required to ensure the health care needs of youth members are managed in order to control risk and minimise harm.

1. Where youth members have short or long-term health care requirements which may impact on their involvement in Scouting activities, Adult Leaders

are expected to meet their Duty of Care by undertaking a health care planning process.

2. Negotiation of a health care plan for youth members will respect the personal safety, dignity and right to confidentiality of youth members and caregivers and reflect the informed consent of all participants.
3. Adult Leaders are obliged to render first aid and emergency assistance to youth members consistent with their level of training. In every instance, first aid/emergency assistance is a strategy to support the health and safety of young people while awaiting professional medical assistance.
4. Legal guardians and their medical practitioners should be encouraged to minimise the medication/treatment required during Scouting activities.
5. Adult Leaders are obliged to enable youth members to receive ongoing medical care during Scouting activities. Adult Leaders are not obliged to provide ongoing or invasive medical care. Nor are leaders required to provide or maintain health-related equipment. This is the responsibility of legal guardians, possibly in collaboration with community agencies. In every case, responsibilities for the provision of ongoing health care should be clearly documented.
6. Youth members should be encouraged to take responsibility, commensurate with their age and stage of development, for administering their own medication/treatment in non-emergency situations.

P3 MEMBERSHIP OF THE SCOUT ASSOCIATION OF AUSTRALIA

P3.1 MEMBERS

Those who are invested as Scouts by accepting the commitment of the Scout Promise and are current members of a Branch according to Branch rules.

There are three categories of membership:

1. Youth Members: Young people, both male and female, for whom the Youth Program is provided, within the age range defined for Scouts Australia.
2. Young Adult Members - Rover Scouts (Rovers): men and women from their 18th to their 26th birthdays. The Rover Scout Program is the final element of the Youth Program. Rover Scouts may also serve as Adult Leaders/Commissioners/Advisers.
3. Adult Members: Persons over the age of 18 in the following membership categories:
 - a. Adult Leaders/Commissioners: Persons appointed to a uniformed leadership role in the education of young people or in the management of Leaders in Scouts Australia at Group, District, Region, Branch or National levels.
 - b. Office Bearers/Advisers: Persons appointed to a leadership role in the management of Scouts Australia at Group, District, Region, Branch or National levels.
 - c. Adult Helpers: Persons appointed to assist in the delivery of the Youth Program on a regular basis within a Group.
 - d. Scout Fellowship: Persons affiliated with a Fellowship (Group/District/Region/Branch) attached to a Formation of Scouts Australia.
 - e. Life Members/Honorary Members: Adults appointed in accordance with the rules and procedures of Scouts Australia and its Branches in recognition of long and distinguished service to Scouting.

P3.2 SUPPORTERS

Those persons who support the Purpose and Principles of Scouts Australia but have not made the commitment of the Scout Promise. These may include:

1. Parents/caregivers and officers of the committees who are not invested members.
2. Supporters who give material, fundraising and other support.
3. Distinguished citizens whose patronage, encouragement and support are welcome.
4. Sponsors of Scout Groups.

5. Participants in school or community-based Scout programs.

P3.3 MEMBERSHIP OF THE BRANCH

Branches may admit persons to membership of the Branch in accordance with the Branch Constitution, Act of Parliament or Articles of Incorporation as appropriate.

P3.4 RESOURCES

Branches of The Scout Association of Australia shall ensure adequate resources are available to operate the Movement's youth and adult training and development programs.

P3.5 UNDERTAKING BY ADULT MEMBERS

A necessary condition for membership by adults is the making of an undertaking to adhere to:

1. The Purpose of Scouts Australia.
2. The Principles of Scouts Australia as encapsulated in the Scout Promise.
3. The Policies of Scouts Australia.
4. The Code of Conduct for adults in Scouts Australia.
5. The Rules of Scouts Australia.

The undertaking shall be deemed to have been made by the adult on becoming a member.

P3.6 RIGHT TO WEAR UNIFORM

Members of Sections and leaders wear uniform. Other adult members may wear uniform as authorised by the Branch Chief Commissioner. Branch Chief Commissioners may vary the uniform worn where local circumstances require, where those changes are not in direct conflict with the National Policy and Rules.

P3.7 SCOUT PROMISE

There are two versions of the Scout Promise. Individuals taking the Promise may choose to use either of them:

On my honour

*I promise that I will do my best
To do my duty to my God, and
To Australia
To help other people, and
To live by the Scout Law*

On my honour

*I promise that I will do my best
To do my duty to my God, and
To the Queen of Australia
To help other people, and
To live by the Scout Law*

P3.8 CUB SCOUT PROMISE

There are two versions of the Cub Scout Promise. Individuals taking the Promise may choose to use either of them:

On my honour

*I promise that I will do my best
To do my duty to my God, and
To Australia
To help other people, and
To live by the Cub Scout Law*

On my honour

*I promise that I will do my best
To do my duty to my God, and
To the Queen of Australia
To help other people, and
To live by the Cub Scout Law*

P3.9 JOEY SCOUT PROMISE

The Joey Scout Promise is:

*I promise to do my best To
love my God and be helpful*

P3.10 SCOUT LAW

The Scout Law is:

*A Scout is trustworthy
A Scout is loyal
A Scout is helpful
A Scout is friendly
A Scout is cheerful
A Scout is considerate A Scout
is thrifty
A Scout is courageous
A Scout is respectful
A Scout cares for the environment*

P3.11 CUB SCOUT LAW

The Cub Scout Law is:

*Cub Scouts are loyal and obedient
Cub Scouts do not give in to themselves*

P3.12 JOEY SCOUT LAW

The Joey Scout Law is:

*A Joey Scout cares
A Joey Scout shares*

P3.13 MAKING THE PROMISE

1. Leaders shall make or reaffirm the Scout Promise on each appointment.
2. On admission to the Section, Joey Scouts, Cub Scouts and Scouts make the appropriate Promise. Venturer Scouts and Rover Scouts shall make or reaffirm the Scout Promise.
3. Other adult members may signify acceptance of the Promise in writing.

P3.14 ADMISSION PROCEDURES

Each Branch shall define the procedures for the admission of youth and adult members to the Movement.

P4 PRINCIPAL ACCOUNTABILITIES

P4.1 NATIONAL ORGANISATION

The principal accountabilities are:

1. Maintain membership of the World Organisation of the Scout Movement (WOSM).
2. Prepare, approve and promulgate Policies and Rules for the conduct of Scouting in Australia.
3. Develop and document a Youth Program to comply with the educational objectives established by the National Executive Committee.
4. Establish and document competency standards and curriculum for the conduct of youth activities.
5. Develop and document training, support and management programs and material to facilitate the implementation of the Adults in Scouting Policy established by the National Executive Committee.
6. Design and source Scout uniforms.
7. Co-ordinate all formal relationships between The Scout Association of Australia and other Scout Associations throughout the world, the World Organisation of the Scout Movement and any of its organisational elements.
8. Authorise all international Scouting contacts.
9. Organise international events.
10. Authorise and co-ordinate National events.
11. Publish material to support the Youth Program and Adults in Scouting of Scouts Australia.
12. Co-ordinate the Branches where the National Executive Committee decides effective co-ordination between the Branches will facilitate the effective use of resources.
13. Provide a forum for the exchange of information and ideas on a National basis.
14. Ensure compliance with Commonwealth legislation and regulations.
15. Monitor proposed Commonwealth legislation and regulations to ensure they meet the needs of young people and youth organisations.

P4.2 BRANCHES

The principal accountabilities of the Branches of The Scout Association of Australia are:

1. Actively expand and develop Scouting to ensure its growth in the community interest.
2. Market and promote Scouting to establish a community climate where it may flourish as an organisation which adults and young people will want to join.
3. Administer Scouting within the Branch.
4. Provide a mechanism for the establishment of community Scout Groups.
5. Make available to Scout Groups the Scout Program and its support literature and materials.
6. Provide support and training in accordance with the National Adults in Scouting Policy to adults to enable them to attain the required level of proficiency.
7. Conduct activities in accordance with the competency standards and curriculum of The Scout Association of Australia.
8. Provide suitable administrative mechanisms to assist the long term operation of Scouting in the local communities.
9. Provide camping and activity sites for the use of community Scouting Groups.
10. Ensure the long-term viability and development of Scouting in the Branch.
11. Conduct National events and provide other services as agreed on behalf of the National organisation.
12. Ensure compliance with State or Territory legislation and regulations.
13. Monitor proposed State or Territory legislation to ensure it meets the needs of young people and youth organisations.

P4.3 DISTRICT OR ALTERNATIVE SUPPORT STRUCTURE

The principal accountabilities are to provide support through consultation with Scout Groups in the following:

1. The establishment of performance standards to be achieved by the Group.
2. The preparation of plans to meet the Group's objectives.
3. Staffing and personnel practices.
4. Growth of the Movement.
5. Youth Program and training activities.
6. Property and administration.
7. Supporting and training of adults.
8. Personnel administration.

9. Marketing and promotion of the Scout Movement.

P4.4 SCOUT GROUP

The principal accountability of a Scout Group is to deliver the Scout Program to young people of the community in accordance with the Purpose, Principles and Method of The Scout Association of Australia.

P5 PERSONNEL MANAGEMENT

P5.1 ADULTS IN SCOUTING

1. Adults provide leadership to young people and facilitate their development by:
 - a. The provision of a suitable adult role model.
 - b. The organisation and facilitation of activities.
 - c. The provision and administration of resources.
2. Adults shall employ a management method and style which reflects the following:
 - a. A commitment to each other in building a co-operative team culture.
 - b. A commitment to the welfare of young people as defined in Scouts Australia's Duty of Care (see P7).
 - c. Ongoing development of life skills for adults and young people.
 - d. Provision of Scouting to all young people in the community.
 - e. Support for young people.
 - f. Quality and growth.
 - g. Accountability for performance.
 - h. Continuous improvement and innovation.
 - i. Planning.
3. Adults are appointed to defined roles for fixed terms (not exceeding three years but renewable for additional terms by mutual agreement between the individual and Scouts Australia) in a specific formation at National, Branch, Region, Area, District or Group level.
4. Uniformed appointments are specified in accordance with the functions performed and the responsibilities of the position. They are classified as Commissioner, Leader or Adviser.
 - a. Commissioners provide leadership and management in:
 - i. Implementing the strategic and operational plans for Scouts Australia.
 - ii. Recruiting, developing and effectively deploying the adult resources of Scouts Australia.
 - iii. Effectively utilising the physical and financial resources of Scouts Australia.
 - iv. Representing Scouts Australia in the community.
 - b. Leaders provide leadership and facilitation of the development of young people by:
 - i. Operation of a youth Section and its program.

- ii. Operation of specialist youth activities.
 - iii. Management of a Scout Group.
 - c. Advisers facilitate the development of adults in leadership roles in Scouts Australia or provide expertise in the conduct of specialist activities.
5. Non-uniformed appointments are made to:
- a. Discharge specific responsibilities and accountabilities.
 - b. Ensure good practice in governance and strategy development.
 - c. Support Commissioners and Group Leaders in ensuring the resources of Scouts Australia (people, physical and financial) are developed and deployed in accordance with the strategic and operational plans of Scouts Australia.

P5.2 CODES OF ETHICS AND CONDUCT

P5.2.1 Code of Ethics

Integrity

We demonstrate Integrity by:

- Acting with honesty, truthfulness and fostering appropriate healthy professional relationships
- Recognising and fulfilling where possible, our obligations to our community
- Taking responsibility for our own actions and developing integrity in others
- Acting with impartiality, truthfulness and honesty.

Respect

We demonstrate Respect by:

- Showing consideration to others, recognising each individual's uniqueness and diversity
- Minimising our impact on the environment and seeking to be good caretakers for future generations
- Committing to members well-being and on-going learning through the practice of positive influence, good judgement and empathy in practice.

Courage

We demonstrate Courage by:

- Providing challenging, developmental opportunities to empower young people
- Being good role models in Scouting, demonstrating positive attitudes and willingness to live by the Scout Promise and Law

- Being fair and reasonable

P5.2.2 Code of Conduct

This Code of Conduct is expected of all adults, members and Associates, uniformed and non-uniformed, who work within the Movement, recognising that at all times they should act responsibly and exercise a Duty of Care. Conduct of all members should be carried out in accordance with all relevant policies of the organisation, including the Child Protection Policy [INSERT YEAR ADOPTED], the Social Media Policy [INSERT YEAR ADOPTED] and the Risk Management Policy 2008.

1. Adults in Scouting respect the dignity of themselves and others.
2. Adults in Scouting demonstrate a high degree of individual responsibility, recognising that at all times their words and actions are an example to other members of the Movement.
3. Adults in Scouting act at all times in accordance with Scouting Principles, thereby setting a suitable example for all.
4. Adults in Scouting do not use the Movement to promote their own beliefs, behaviours or practices where these are not compatible with Scouting Principles.
5. Adults in Scouting act with consideration and good judgement in all interpersonal relationships both inside and outside Scouting.
6. Adults in Scouting respect everyone's right to personal privacy at all times. They take special care where sleeping, changing of clothing, bathing and ablutions are associated with any Scouting activity.
7. Adults in Scouting avoid unaccompanied and unobserved activities with youth members wherever possible.
8. Adults in Scouting, for their own protection, should avoid potentially compromising situations by ensuring, where reasonably possible, that at least two adults are in attendance whilst supervising and/or accompanying youth members.

It is recognised that in certain circumstances, it may be necessary for a leader or adult, whilst acting responsibly and exercising their Duty of Care, to be alone with a youth member.

9. Adults in Scouting are committed to providing a safe environment for youth members participating in the Scout Program, their parents or guardians and visitors.

That safe environment must be in accordance with Scouts Australia's policy of zero tolerance towards bullying, neglect, emotional, physical or sexual abuse of any kind.

Adults in Scouting recognise that abuse can take many forms and can be perpetrated through various mediums, including through technology, and will be alert to abuse in all of its manifestations.

10. Adults in Scouting must report any conduct seen or heard that does not comply with this Code of Conduct. Specifically, Adults in Scouting must report promptly any suspicion or allegation of child abuse of youth members in their care.

Where mandatory reporting is required, incident reports must be made to the police or designated State/Territory Authority in accordance with State or Territory Law and the nominated Scouting person should be advised. In all other cases the incident must be reported to the nominated Scouting person who shall report any suspicion or allegation of child abuse to the appropriate authority.

P5.3 MANAGEMENT PROCESS

P5.3.1 Management of Adults

Scouts Australia has adopted a process for the management of adults with the following elements:

- a. Recruitment.
- b. Appointment.
- c. Training, personal development and support.
- d. Review and evaluation.
- e. Renewal, reassignment or retirement.

P5.3.2 Branch Responsibility

Branches are responsible for establishing and administering procedures to facilitate the management of adults in their Branch. The procedures shall ensure situations are resolved speedily, and with natural justice to the parties.

P5.3.3 Recruitment

Adults shall be recruited to carry out specific roles in accordance with criteria developed for the role, including:

- a. Relationship skills.
- b. Communication skills.
- c. Belief in Scouting values.
- d. Desire to do the job.
- e. Specific task-related abilities.

Prior to completing an application for membership, an initial competency check shall be undertaken.

P5.3.4 Application for Appointment

Applicants for adult membership shall sign an application for appointment which:

- a. Involves commitment to:
 - i. Scout Promise and Law.
 - ii. Principles, Purpose and Method of Scouts Australia.
 - iii. Code of Conduct.
 - iv. Adherence to the policy and rules of Scouts Australia and its Branches.
 - v. Role and responsibilities of adults in the Movement.
 - vi. Duty of Care.
- b. Provides an authority to make enquiries concerning suitability for appointment.
- c. Contains an agreement to undertake training and personal development.

P5.3.5 Mutual Agreement

1. The Mutual Agreement is a formal document defining the relationship between the applicant and Scouts Australia, and consists of a completed application for appointment and details of Scouts Australia's commitment to the applicant, as follows:
 - a. A defined organisational framework in which to operate characterised by equity and fairness, with a right to be heard.
 - b. A personal development process which recognises existing skills and leads to enhanced personal and functional competencies.
 - c. Consideration of individual needs in appointment.
 - d. A variety of leadership roles in a team environment.
 - e. The opportunity to contribute to the personal development of young people.
 - f. Opportunities for community service.
 - g. Appreciation and recognition of individual contribution.
 - h. Potential to be involved in international opportunities.
 - i. Advice and access to programs and materials to carry out the task.

- j. Public Liability insurance for actions consistent with the policies of Scouts Australia.
 - k. Opportunities for friendship and fellowship.
 - l. Opportunities to participate in a wide range of activities.
2. The Mutual Agreement is entered into by the applicant and the responsible manager and endorsed by the District Personnel Committee or other Association nominee.
 3. The Mutual Agreement is finalised (as the Preliminary Core/Induction Core Module) after suitability checks and leads to appointment and membership of the Movement.

P5.3.6 Enquiries into the Suitability of Applicants

1. As part of its Duty of Care to young people, parents and guardians, Scouts Australia shall satisfy itself that applicants are suitable role models for young people and are not likely to expose them to physical or emotional harm.
2. The suitability checks shall be for the specific role and shall include a police check, or other check required by State/Territory Legislation that includes a police check, character, a minimum of two referees (one of whom may be a member of Scouting) contacted and any other appropriate enquiries. The police check or other check required by State/Territory Legislation that includes a police check shall be renewed as required by State/Territory legislation and at least once every five (5) years as a minimum.

P5.3.7 Appointment

1. Once an adult has satisfied all the requirements for membership of their particular Branch they will be issued with a Certificate of Adult Membership. Adults undertaking their initial Basic leadership training will be designated Trainee Leaders, which authorises a limited role under supervision. Upon completion of Basic training, Trainees will be issued a Certificate of Adult Leadership.
2. Appointment is confirmed by the issue of a Certificate of Adult Appointment to all adults in specific leader roles. Adults in non-uniformed roles may be issued a Certificate of Appointment according to Branch rules.
3. All Leader in Charge roles (including Section Leaders, Group Leaders and above Group roles) require a training achievement of the Wood Badge and/or Advanced Training in the section/position to which the Leader is appointed (or being appointed to).

4. All Assistant roles (including Assistant Section Leaders and Assistant Group Leaders) require a minimum training achievement of Basic Training in the section to which the Leader is appointed (or being appointed to). Assistant Leaders should strive to achieve Wood Badge and/or Advanced training in their section/position within three years of appointment.
5. Where either of these standards has not been met, the Leader's appointment is to be designated as "Provisional". The Provisional appointment will be substantiated (i.e. the Provisional designator removed) once the appropriate training has been satisfactorily completed.

P5.3.8 Training, Personal Development and Support

1. Scouts Australia's training and development programs provide a structured scheme for the development of the commitment and understanding of leaders in the values of the Movement, and their competencies in leadership and program delivery.
2. The programs provide for recognition of achievement of competencies internally by the issue of certificates and uniform insignia at defined stages. These insignia include the Gilwell Woggle and the Wood Badge. For industry recognisable achievements, Statements of Attainment and Certificates of Qualification are issued.
3. Assessors, Instructors and Trainers, are appointed to design, lead courses and assess competencies relative to role, within the National Training Program.
4. Scouts Australia provides the following support through both its uniformed and non-uniformed organisation:
 - a. Program and activity publications and resources.
 - b. Personal, technical and program assistance.
 - c. Administrative and promotional assistance.
 - d. Physical facilities.
 - e. An environment to assist the upholding of fundamental principles and values and imparting them to young people.

P5.3.9 Review and Evaluation

1. The review shall encompass training and personal development, role performance, support and personal satisfaction. It shall be jointly carried out by the adult member and the responsible manager at regular intervals, and at least once three months prior to the completion of the appointment term.

2. The purpose of the review is to provide an opportunity for an adult member and responsible manager to discuss in a semi-structured way issues impacting on the performance of the adult member's role and opportunities for future development and service.
3. Depending on the attributes and desires of the adult member, and the needs of Scouts Australia, options including renewal of the existing appointment, reassignment to a different role or appointment, or retirement from adult membership of the Movement shall be canvassed and initiated.
4. It is the aim through this process to come to a common understanding and agreement.

P5.3.10 Renewal

The minimum requirement for renewal of an appointment is satisfactory performance in the role and the adult member's continued ability to meet the selection criteria for the appointment.

P5.3.11 Reassignment

1. Reassignment provides opportunities for:
 - a. Scouts Australia to benefit from the continuous growth of its adult members.
 - b. Adult members to undertake service tasks consistent with their growth, experience or varying personal needs and time availability.
 - c. The rebuilding of teams to ensure their ongoing vitality, viability and effectiveness.
2. In the event that reassignment is agreed as the preferred option and cannot immediately be given effect, the adult member may retain continuity of membership by joining a Scout Fellowship.

P5.3.12 Retirement

1. Retirement may occur by resignation of the individual adult member or failure to agree upon a renewal of appointment or reassignment on the completion of the fixed term of an appointment.
2. Continuity of membership in appropriate circumstances may be obtained by joining a Scout Fellowship.

P5.3.13 Dismissal and Discipline

1. Branch procedures will address:
 - a. Summary dismissal, when Scouts Australia's Duty of Care is infringed, or actions bring or are likely to bring Scouts

- Australia into disrepute, for behaviour that constitutes a risk of harm to youth members, or failure to report allegations of abuse
- b. Discipline of members in the event of misdemeanours or infringement of the Code of Conduct except for behaviour that constitutes a risk of harm to youth members, or failure to report allegations of abuse – see (a) above
 - c. Conflict resolution in the event of disputes between members or committees
 - d. Resolution of grievances of members.
2. The Certificate of Appointment and/or the Certificate of Adult Membership shall be withdrawn and/or the Certificate of Adult Leadership made void if the member's actions have infringed Scouts Australia's Duty of Care, or have brought Scouts Australia into disrepute.

P5.4 YOUNG PEOPLE AS YOUTH HELPERS

1. In its youth Sections, Scouts Australia makes provision for young people below the legal age of adulthood (18 years) to work with Joey Scout Mobs, Cub Scout Packs and Scout Troops.
2. These young people shall be appointed in accordance with criteria developed for the role, including:
 - a. Communication skills.
 - b. Relationship skills.
 - c. Belief in Scouting values.
 - d. Desire to do the job.
 - e. Specific task-related activities.
3. Appointments shall be known as Youth Helpers.
4. Scouts Australia provides training courses to assist young people to develop the essential competencies to carry out the role. Appointment is made in accordance with procedures developed by the Branch.
5. The appointment procedures shall ensure Scouts Australia discharges its Duty of Care to parents, guardians and the members of the Section.

P5.5 GRIEF AND TRAUMA COUNSELLING

Branches shall establish a policy and speedily accessible process for the grief and trauma counselling for members involved in incidents on Scout activities.

P6 MANAGEMENT OF THE ROVER SCOUT SECTION

P6.1 OPERATION

The Rover Scout Section shall operate in accordance with the Purpose, Principles, Policies and Rules of the Scout Association of Australia or the relevant Branch.

P6.2 NATIONAL ROVER COUNCIL

1. Authority

The National Rover Council is self-managing and has the authority to operate as set out in the National Rover Council By Laws.

The National Rover Council reports to the National Operations Committee, of which the National Rover Council Chair is a member.

2. Functions of the National Rover Council.

The National Rover Council is the governing body for the Rover Scout Section.

The National Rover Council shall work with Branch Rover Councils to achieve the objectives of the Rover Scout Section.

The Chief Commissioner of Australia and the National Rover Council shall consult with each other on issues affecting the Rover Scout Section

The functions of the National Rover Council are to:

- a. provide direction, planning and encouragement for the extension and development of Rovering in Australia.
- b. exchange information between Branches on matters in respect of the Rover Scout Section in each Branch.
- c. advise and make recommendations to the National Operations Committee on policy decisions for the Rover Scout Section.
- d. advise and make recommendations to the National Operations Committee on the preparation and publication of books, periodicals and pamphlets on Rovering in Australia.
- e. recommend updates to the National Commissioner - Youth Program on the Rover Scout Section program to ensure that the program meets the needs of young adults in the Rover age range.
- f. assist in the planning of national and international Rover Moots and projects.
- g. convene national Rover conferences.
- h. represent Australian Rovers in appropriate international and national bodies and forums.

- i. make recommendations to the International Commissioner on the staffing.
 - j. organise contingents to international Rover activities.
3. Membership

The National Rover Council consists of the National Rover Council Office Bearers and representatives from each Branch Rover Council.

4. Office Bearers

The National Rover Council shall elect Offices Bearers, consisting of a Chair and at least two others, from the Rover Scout Section as set out in the National Rover Council By Laws.

5. Meetings

The National Rover Council will meet at least annually at a face-to- face annual general meeting. The National Rover Council will meet as required, at other times, to conduct the business of the National Rover Council.

6. By Laws

From time to time the National Rover Council may pass By Laws relating to the conduct of its business or the exercising of its responsibilities.

P6.3 BRANCH ROVER COUNCIL

Branch Rover Councils shall:

- 1. Formulate rules for the organisation and conduct of the Rover Scout Section within a Branch for approval of the Branch Chief Commissioner.
- 2. Manage the Rover Scout Section in the Branch in accordance with approved rules.
- 3. Promote and develop the Rover Scout Section in the Branch.

P7 FINANCE, PROPERTY, INSURANCE AND LEGAL PROTECTION

P7.1 NATIONAL AND BRANCH RULES

Funds that are acquired and expended in the name of the Association are public moneys and the highest level of accountability is obligatory.

P7.2 LEGAL REQUIREMENTS

Property and financial management, including legal liability and insurances shall comply with National or Branch rules as applicable.

P7.3 POLICIES RELATING TO FUNDRAISING

Fundraising and resource procurement shall be conducted in accordance with legal requirements and Branch rules.

P7.4 CONDUCTING FUNDRAISING

Fundraising schemes undertaken by members and supporters, whether conducted for the benefit of Scouting or other organisations, must be consistent with the principles of the Movement and not have an adverse effect on the training of the youth members involved.

P7.5 LEGAL PROTECTION

The Scout Association of Australia and Branches have protected certain badges, marks and clothing designs through either statute, copyright or registration. Any unauthorised person making use of them becomes liable to prosecution.

P7.6 COPYRIGHT

Members shall observe copyright restrictions of both Scouts Australia's and other publishers' works, including printed matter, video and other multi-media material.

P7.7 ENDORSEMENT OF PRODUCTS

Endorsement of products or services shall be made only with the approval of the Chief Commissioner of Australia or the appropriate Branch Chief Commissioner.

P8 COMMUNITY AND EXTERNAL RELATIONS

P8.1 COMMUNITY RELATIONS

All Formations of The Scout Association of Australia and all members of the Movement shall promote:

- a. A positive image of Scouting in the community.
- b. Friendly relations with organisations of complementary or similar aims.
- c. Involvement in and support for relevant community activities.
- d. Government and community recognition of and support for Scouting and its Purpose and Principles.

P8.2 POLITICS

1. Scouts Australia is not connected with any political body. Members of the Movement in uniform, or acting as a representative of Scouts Australia, must not take part in political meetings or activities.
2. Members of the Movement, as private individuals, have no restriction on exercising their responsibility as citizens by participating in the country's political processes and government.

P8.3 PUBLIC STATEMENTS

No member of Scouts Australia may express opinions in the public press, or on radio or television on matters of Scout policy or principle without the prior approval of the Chief Commissioner of Australia or a Branch Chief Commissioner or their delegates.

P8.4 SCOUTING AND GUIDING

1. Scouts Australia and members of the Movement shall promote friendly and co-operative relations with the Girl Guides Association to assist both Movements in furthering their aims.
2. The National Council for Guiding and Scouting and Branch Guide/ Scout consultative committees will be supported in strengthening the relationship between the Associations.

P8.5 AUSTRALIAN FELLOWSHIP OF FORMER SCOUTS AND GUIDES

Scouts Australia and members of the Movement shall promote friendly and co-operative relationships with the Australian Fellowship of Former Scouts and Guides and its affiliates, namely: The Baden-Powell Guild of Australia (including all states), the Trefoil Guild of Australia (Guides) and the St George's Guild of Australia. The Australian Fellowship of Former Scouts and Guides (not the Scout Fellowship stated in P&R Rule 10) is a member body for Australia of the International Scout and Guide Fellowship (ISGF).

RULES

R1 NATIONAL ORGANISATION

This Rule summarises provisions of the Royal Charter and By-Laws.

R1.1 MEMBERSHIP OF NATIONAL ORGANISATION

R1.1.1 National Council

The Scout Association of Australia is governed by a National Council, which consists of the following persons appointed or elected in accordance with the By-Laws:

1. The Chief Scout of Australia.
2. The President.
3. The Chief Scout of each Branch.
4. The Chief Commissioner of Australia.
5. The Chief Commissioner of each Branch.
6. Such National Commissioners as the By-Laws of Scouts Australia prescribe shall be members of the Council.
7. Chairs of the National Youth Council and the National Rover Council during respective terms of office.
8. Such other nominees from the Branches as may be provided for in the By-Laws of Scouts Australia.
9. Such other additional supporters of the Movement as may be provided for in the By-Laws of Scouts Australia 10. Appointed Life Members.
10. Members of the Council hold office as prescribed in the By Laws of The Scout Association of Australia.

R1.1.2 National Executive Committee

The National Executive Committee is a Committee of the Council, appointed on the recommendation of the National Executive Committee:

1. The Chair, is appointed by the National Council, on the recommendation of the National Executive Committee.
2. The Chief Commissioner of Australia.
3. The Chief Commissioner of each Branch, or if unable to attend, a proxy nominated by the Chief Commissioner of that Branch.
4. The Chair or President of each Branch.
5. The Honorary Treasurer.

6. The National Commissioners.
7. Chairs of the National Youth Council and the National Rover Council during their respective terms of office, or if unable to attend, a proxy nominated by him or her.
8. A third member of Scouts Australia, under 26 years of age, nominated from the Branch in which the meeting is held. This person is an observer at the meeting.

R1.1.3 Management and Responsibilities

1. The management of the business of The Scout Association of Australia is vested in the National Executive Committee. It may exercise all such powers and do all such acts and things as may be exercised or done by the Scout Association of Australia, and not by the Royal Charter or the By-Laws expressly directed or required to be exercised or done by the National Council or by the Operations Committee. It will be subject to any regulations made from time to time or directions given by the National Council.
2. The National Executive Committee may appoint such subcommittees and advisory bodies as it considers expedient, each of which shall include one or more persons under the age of twenty-six years.
3. The National Executive Committee may acquire for the Scout Association of Australia any property, rights or privileges which The Scout Association of Australia is authorised to acquire at such prices and generally on such terms and conditions as it may think fit.
4. The National Chief Executive is appointed by the National Executive Committee, and carries out duties as prescribed by that Committee.
5. The Honorary National Treasurer is appointed by the National Council and carries out duties as prescribed by the By-Laws of the Association.
6. The Chair of the National Executive Committee, the National Chief Executive and the Honorary National Treasurer rank as Commissioners, and may, if they so desire, wear the uniform of a Commissioner.

R1.1.4 Operations Committee

The Operations Committee consists of the following persons:

1. The Chief Commissioner of Australia.
2. The Chief Commissioner of each Branch or, if unable to attend, a proxy nominated by the Chief Commissioner of that Branch.
3. The National Commissioners.

4. Chairs of the National Youth Council and the National Rover Council during their respective terms of office, or if unable to attend, a proxy nominated by him or her.
5. A third member of Scouts Australia, under 26 years of age, nominated from the Branch in which the meeting is held. This person is an observer at the meeting.

R1.1.5 Management and Responsibilities

Within budgetary approvals of the National Executive Committee, the Operations Committee manages all matters pertaining to the delivery of the Scout Program in accordance with the National Goals, Policies and Rules, and in particular, the following:

1. Develop and implement strategies to ensure growth in youth membership, including measures of performance and processes for reporting progress.
2. Recommend to the National Executive Committee any changes to the educational objectives of the Movement considered desirable.
3. Review and approve changes to the Youth Program.
4. Recommend to the National Executive Committee changes to the Adults in Scouting Policy.
5. Review and approve changes to the Adult Training and Development Program.
6. Review and approve changes to all formal and alternative uniforms, subject to review of financial aspects by the National Executive Committee.
7. Approve competency standards and curriculum for the conduct of youth activities.
8. Co-ordinate and organise National youth events.
9. Develop and encourage international activities and opportunities for young people.
10. Develop and encourage opportunities for effective cooperation between Branches.
11. Develop and encourage interaction with outside bodies where there is some affinity with the interests of Scouts Australia.
12. Appoint such sub-committees and advisory bodies as it considers expedient, each of which shall include one or more persons under the age of twenty-six years.

R1.2 CHIEF SCOUT

1. The Chief Scout of Australia is nominated by the National Executive Committee and is invited by the President of The Scout Association of Australia to accept the appointment.
2. The Chief Scout of Australia may wear the uniform of a Commissioner if he/she desires.
3. The Chief Scout of Australia shall preside at any meeting of the National Council at which he/she is present. On the other occasions, the President shall preside.

R1.3 NATIONAL PRESIDENT

1. The President of The Scout Association of Australia is appointed by the National Council.
2. The President may wear the uniform of a Commissioner if he/she desires.

R1.4 NATIONAL VICE-PRESIDENTS

1. The National Council at its Annual Meeting may appoint not more than two Vice-Presidents for the ensuing year. Those appointed shall hold office until the date of the next Annual Meeting but shall be eligible for re-election.
2. The Vice-Presidents may wear the uniform of a Commissioner if they so desire.

R1.5 CHIEF COMMISSIONER

1. The Chief Commissioner of Australia is appointed by the Chief Scout of Australia on the recommendation of the National Executive Committee.
2. The Chief Commissioner of Australia is the Chief Executive Leader of the Movement in Australia and is concerned with all matters affecting the training of Scouts in Australia.
3. The Chief Commissioner of Australia wears the uniform and badges of a Commissioner.

R1.6 NATIONAL COMMISSIONERS AND ADVISERS

1. National Commissioners may be appointed for specified duties at National level, and act as assistants to the Chief Commissioner of Australia, and work under his/her direction. These appointments always include an International Commissioner, a National Commissioner for Adult Training and Development and a National Commissioner for Youth Program.
2. National Advisers may be appointed for specified duties at National level, to assist and enhance the Scout Program.
3. National Commissioners and Advisers are appointed and retired by the Chief Commissioner of Australia.

4. National Commissioners wear the uniform and badges of a Commissioner.

R1.7 NATIONAL POLICY AND RULES

1. The National Council, through the National Executive Committee, shall develop and promulgate policy and rules which are required to enable it to meet its accountabilities, as specified in Policy P4.1.
2. National policy and rules shall be binding on all Formations of the Movement in Australia, and whilst each Branch may develop and promulgate additional procedures and rules applicable within the Branch, these must not be inconsistent with the National policy and rules contained in the National publication *Policy and Rules*, as amended from time to time.

R1.8 LIFE MEMBERS

1. The National Executive Committee may recommend to the National Council the appointment of not more than three persons annually to become Life Members.
2. On election, a Life Member becomes a member of the National Council.
3. There can be no more than twenty Life Members at one time. To be eligible for Life Membership a person must have given a minimum of twenty years distinguished service to Scouting, at least ten of which must be to the National Council or one of its committees. This service may have been in a leadership or specified management role.
4. Life Membership shall be appointed by resolution of the National Council on the recommendation of the National Executive Committee and with the consent of two-thirds of the members present at the meeting at which the proposed appointment is considered.
5. Notice of any proposed appointments shall be given in the notice of the Annual Meeting as provided for in By-Law 6.
6. Life Membership may be withdrawn by the National Executive Committee on behalf of the National Council without appeal if the Life Member is convicted of a criminal offence, or acts in a manner which,
in the opinion of the National Executive Committee, is not according to the Principles of The Scout Association of Australia or is not in keeping with the Scout Promise and Law.

R1.9 APPOINTMENTS AND RETIREMENTS

With the exception of Chief Scouts and Branch Chief Commissioners all National appointments shall be for a period of up to three years with a maximum period in the one office of six years.

R2 THE BRANCH

R2.1 BRANCH ASSOCIATIONS

The Scout Movement in Australia includes all Formations and members, and is organised and managed by Branches of Scouts Australia subject to certain fundamental policies agreed upon at a National level. The relationship between The Scout Association of Australia and the Branches is in the nature of a federation involving interdependence between Branches and joint action in matters of common interest.

R2.2 STATUS

The Branch is the organisational level authorised by the National Council for the administration and welfare of the Movement within a State or Territory, in accordance with the Purpose, Principles, Method, Policies and Rules of The Scout Association of Australia.

R2.3 THE BRANCHES

The Branches of The Scout Association of Australia are:

The Scout Association of Australia Australian Capital Territory Branch Incorporated
The Scout Association of Australia New South Wales Branch
The Scout Association of Australia Northern Territory Branch
The Scout Association of Australia Queensland Branch Incorporated
The Scout Association of Australia South Australian Branch
The Scout Association of Australia Tasmanian Branch
The Scout Association of Australia Victorian Branch
The Scout Association of Australia Western Australian Branch

R2.4 FUNCTIONS

The key functions of the Branch are to:

1. Market and promote Scouting.
2. Increase membership.
3. Provide the staff, facilities and courses necessary to train leaders to meet the required levels of competency.
4. Provide the necessary financial and administrative support mechanisms to enable the Branch and its officers to carry out their responsibilities effectively.
5. Convene an annual meeting at which the audited financial accounts of the Branch and the annual reports of the Chief Commissioner and the Branch Executive Committee are presented.
6. Define and promulgate Branch policy, procedures and rules.

7. Act to protect the use of Scouts Australia's name, trademark and registered designs.
8. Make rules for fundraising conduct either on behalf of Scouts Australia or for other bodies.
9. Ensure that property and personnel within the Branch are adequately protected by insurance.
10. Ensure that titles of properties are in the name of the Branch of The Scout Association of Australia.

R2.5 ORGANISATION

1. Authority to operate a Branch shall be provided by a constitution approved by the National Council, together with any applicable Acts of the State or Territory Parliament.
2. The Branch is governed by the Branch Council, which may appoint a Branch Executive Committee, and other committees and officers as prescribed in the Constitution.
3. Branch organisation may be decentralised to suit the population, demography and current community needs, with Branch functions being devolved to Regions and/or Districts or other Formations as determined by the Branch.
4. Branch organisation may be flexible to allow for changing community needs and the development of the Movement, and there is no requirement for uniformity between Branches or within Branches.

R2.6 CHIEF SCOUT

The Branch may have a Chief Scout, who is invited to accept the appointment by the Chief Scout of Australia on the recommendation of the Branch Council.

R2.7 CHIEF COMMISSIONER

1. The Branch shall have a Chief Commissioner, who is appointed by the Chief Scout of Australia on the recommendation of the Branch Council or the Branch Executive Committee, made through the Branch Chief Scout if appointed, otherwise through the Chief Commissioner of Australia.
2. The Chief Commissioner is responsible to the Branch Council for all uniformed activities in the Branch, in accordance with the Branch Constitution.

R2.8 MEMBERSHIP

Membership is as defined by the Branch Constitution and By-Laws.

R2.9 BRANCH PROCEDURES AND RULES

Branches shall prescribe procedures and rules for the operation of Scouting in the Branch, including:

1. The welfare and protection of members.
2. Establishment, registration and operation of Areas, Regions and Districts.
3. Formation and registration of Groups, and new Sections within Groups.
4. Admission of youth and adult members.
5. Financial management of each Formation in the Branch, including fundraising, vesting of funds, accounting practices, auditing and reporting.
6. Purchase, ownership, vesting, insurance and sale of property.
7. Public Liability and member-to-member insurance, personal accident insurance, directors' liability insurance.
8. Rules for safe practice applicable to members of the Branch.

R2.10 NEW BRANCHES

New Branches of The Scout Association of Australia may be formed by the National Council of the Association as prescribed by its Royal Charter.

R3 SUPPORT FOR GROUPS

Branches shall arrange support for Groups. A Scout District, as provided for below, normally carries this out.

R3.1 STATUS

1. The District is the organisational level, which oversees and encourages the development and effective operation of the Movement in a defined community in accordance with the Purpose, Principles, Method, Policy and Rules of The Scout Association of Australia and the Branch.
2. The authority to operate a District shall be provided by registration by the Branch in accordance with Branch procedures.

R3.2 METHOD

The District provides a range of services to support and advise Scout Groups within the District boundaries.

R3.3 DISTRICT ASSOCIATION

To provide accountability of the District to the community, a District Association may be formed, which has broad community representation. The District Association shall have By-Laws approved by Branch to regulate its operation and shall meet at least annually to receive a report from the District Executive Committee and the District Commissioner.

R3.4 DISTRICT EXECUTIVE COMMITTEE

Each District may have a District Executive Committee established and operating in accordance with Branch procedures to ensure that adequate funds, property and administrative infrastructure are available to enable the District Commissioner and District Leaders to carry out their responsibilities in accordance with an agreed plan. The functions of the District Executive Committee are:

1. To safeguard and encourage the Movement within the District with the least possible interference with the independence and initiative of the Groups.
2. To ensure that adequate funding is available to meet the operational and developmental needs of the District through fund raising, subscriptions, donations or affiliation fees, in accordance with the By-Laws.
3. To oversee and co-ordinate the annual census and the reregistration of the Groups in the District in accordance with Branch procedures.
4. To ensure that all property owned by the District Association and Groups in the District is vested in the name of the Branch, and that trustees are appointed in accordance with Branch rules.

5. To ensure that if a Group in the District ceases to function, the trustees take charge of all property and funds of the Group concerned in accordance with Branch rules.
6. To carry out the functions allotted to District Executive Committees relating to personnel practices and the management and leadership of adults.
7. To assist the District Commissioner in the development of Groups and Sections of Groups in the District to provide opportunities for more young people to participate in Scouting.
8. To develop and implement a public relations strategy, and maintain good relationships with other community organisations, and community leaders generally.
9. The District Executive Committee may appoint sub-committees with responsibility for specific aspects or projects.

R3.5 DISTRICT COMMISSIONER

The District Commissioner is the senior leader in the District. The functions of the District Commissioner are:

R3.5.1 Youth Program and General Support

Provide support through consultation and advice to Scout Groups in the District generally, and to Group Leaders in particular, in the following areas:

1. Youth Program and training activities.
2. Recruitment, training and development of leaders.
3. The definition of the performance standards to be achieved by each Group.
4. The preparation of a Group plan by each Group.
5. Marketing and promotion of the Scout Movement.
6. Growth of the Movement.
7. Personnel practices and administration.
8. Property, finance and administration.

R3.5.2 Leadership Needs

1. Recommend the appointment, transfer, retirement and cancellation of appointment of leaders in the District in accordance with Branch procedures.
2. Ensure that each Group Support Committee gives the highest priority to the appointment of a Group Leader when required, and to

- arrange for the appointment of a PLA for each new Group Leader immediately following selection and appointment.
- 3. In the absence of a Group Leader, designate a Leader-in-charge pending the appointment of a Group Leader.

R3.5.3 Scouting Fundamentals

Together with each Group Leader, assess the performance of his/her Group in the delivery of Scouting in the community.

R3.5.4 Planning for Success

- 1. Generally oversee the operation of each Group in the District.
- 2. Encourage each Group in the District to develop to its maximum potential.
- 3. Promote the growth of Scouting in the District, and in particular the development of Groups to provide opportunities for more young people to participate in the Scout Movement.
- 4. Recommend the registration of Groups, and new Sections of Groups in the District.
- 5. Recommend the deregistration or other appropriate action of Groups, or Sections of Groups, which cannot meet agreed criteria and goals.
- 6. Ensure that a management committee is established for each camp or activity site in the District and to act as an ex-officio member of each such committee.

R3.5.5 Problem Solving

Investigate and settle disputes in the District in accordance with the conflict resolution procedures of the Branch.

R3.5.6 Effective Communication

Co-operate with and maintain good relationships with other youth organisations in the community, particularly Girl Guides Australia, and with community leaders generally.

R3.5.7 Recognise Performance

Recommend decorations and awards to leaders and supporters in the District in accordance with Branch procedures.

R3.6 DISTRICT LEADERS

Assistant District Commissioners and District Leaders may be appointed on the recommendation of the District Commissioner, in accordance with Branch procedures, to assist the District Commissioner in specific aspects of his/her responsibilities.

R4 THE SCOUT GROUP

R4.1 OBJECTIVE

Scout Groups deliver the Scout Program to local communities, to meet the needs of young people in accordance with the Purpose, Principles, Method, Policy and Rules of The Scout Association of Australia and its Branches.

R4.2 METHOD

The Scout Group is the Scout Movement operating in the local community. The Scout Group provides opportunities for young people to participate in an educational and recreational youth program, which offers progressive training in accordance with the age and stage of development of members.

R4.3 ORGANISATION

1. The authority to operate a Scout Group is provided by a fixed term registration by Branches.
2. A complete Group consists of a Joey Scout Mob, a Cub Scout Pack, a Scout Troop, a Venturer Scout Unit and a Rover Crew but may at any time consist of one or more Sections. A Group may have multiple Sections of the one type.
3. The management, leadership and support of the Group is carried out by a Group Leader, Group Council and Group Support Committee, whose roles are defined.
4. Community bodies or corporations may establish Scout Groups and are referred to as the Sponsoring Authority. They shall enter into an agreement with the Branch, which shall identify the responsibilities and obligations of both parties.
5. Scout Groups may be established to enable young people with special needs to participate in the Scout Program.
6. After consultation with the Chief Commissioner of Australia, a Branch Chief Commissioner may from time to time alter the age ranges within a Section so as to ensure that the needs of the community that Scouting is serving are met.
7. The formation and registration of new Groups, the re-registration of existing Groups, and the formation of new Sections within Groups shall be in accordance with Branch procedures.

R4.4 GROUP LEADER

The functions of the Group Leader are:

R4.4.1 Youth Program and Development

1. Accept responsibility for the welfare, progress and training of young people within the Group.
2. Develop the Group to its maximum potential and increase membership to make Scouting available to more young people in the community.
3. Ensure that the training program for young people is delivered in accordance with the performance and safety standards of the Association.

R4.4.2 Leadership Needs

1. Ensure that the Group is adequately staffed by trained, competent, committed leaders.
2. Monitor and assess the performance of leaders in the Group, and take action to enhance the quality of leadership in the Group.
3. Undertake personal development training, especially that offered through the formal Adult Training and Development Program of The Scout Association of Australia.
4. Recommend the appointment, transfer, retirement and cancellation of appointment of leaders in the Group, in accordance with Branch procedures and rules.

R4.4.3 Scouting Fundamentals

Ensure that the Group operates in accordance with the Purpose, Principles, Policies and Rules of The Scout Association of Australia and the Branch.

R4.4.4 Planning for Success

Prepare and implement a Group plan in consultation with the District Commissioner or alternative support level, in accordance with Branch procedures.

R4.4.5 Problem Solving

1. Participate in the resolution of disputes in the Group in accordance with conflict resolution procedures of the Branch.
2. Utilise the support and assistance that is available to Groups by Scouts Australia and the community.

R4.4.6 Effective Communication

1. Develop and encourage a friendly atmosphere in the Group so that new members and their families feel welcome.
2. Encourage the formation and effective operation of a Group Support Committee and serve on it.
3. Encourage effective communication between leaders in the Group, and chair the Group Council.
4. Co-operate with and maintain good relations with other youth organisations in the community, particularly Girl Guides Australia.
5. Develop good relations with community leaders to enhance the community perception of Scouting.

R4.4.7 Recognise Performance

Recommend the granting of awards to youth members, leaders and supporters of the Group.

R4.4.8 Rover Scout Section

1. Develop a sound working relationship with the Rover Crew.
2. Negotiate with the Rover Crew the terms and conditions under which the Group makes its facilities available to the Rover Crew.

R4.5 ABSENCE OF GROUP LEADER OR SECTION LEADER

1. In the absence of a Group Leader, a Leader-in-charge shall be designated, pending the appointment of a Group Leader.
2. In the absence of a Section Leader, the Group Leader, in consultation with the Group Council, may personally assume temporary responsibility for the Section, or may appoint another leader temporarily, pending the appointment of a Section Leader.

R4.6 GROUP COUNCIL

1. The Group Council consisting of all the leaders of the Group shall meet regularly to discuss and co-ordinate matters affecting members of the Group, including membership, planning, programming, training and joint events.
2. The Group Council formulates requests to the Group Support Committee through the Group Leader in respect of finance, equipment, accommodation, leadership and other matters where assistance is required.
3. Group Council meetings are normally chaired by the Group Leader.

R4.7 GROUP SUPPORT COMMITTEE

1. Each Group shall have a Group Support Committee established and operating in accordance with Branch procedures to provide such support and resources as the Group may require.
2. The Group Support Committee is not responsible for the training of uniformed members, which is the responsibility of the Group Leader.
3. The Group Leader shall be a member of the Group Support Committee.
4. A Group which consists only of a Rover Crew is not required to form a Group Support Committee.
5. The functions of the Group Support Committee are to:
 - a. Ensure that the Group has adequate funding to enable it to provide high quality programs to the members at an acceptable cost.
 - b. Ensure that proper records are kept and that all funds are accounted for in accordance with Branch procedures and statutory requirements.
 - c. Arrange and provide suitable accommodation to enable the Group to carry out its training program.
 - d. Provide and maintain equipment required by the Sections of the Group in liaison with the Group Council.
 - e. Assist the Group Leader to recruit, retain and support leaders for all Sections of the Group.
 - f. Recommend the appointment of a Group Leader, in accordance with Branch procedures, to be the senior leader of the Group, and carry out the functions prescribed in Rule R4.4.
 - g. Ensure that all persons in direct contact with the youth members of the Group are of exemplary character and are fit and proper persons to carry out their role of leading young people.
 - h. Assist the Group Leader with the implementation of the Group plan and receive reports on progress.
 - i. Assist members of the Group to secure and maintain employment.
 - j. Establish and maintain good relationships with other community organisations and community leaders generally.
 - k. Convene an annual meeting at which the audited financial accounts of the Group and the annual reports of the Group Leader and the Group Support Committee are presented. Also, for the Group Leader to advise of the appointment of office bearers for the next period.

R4.8 GROUP FINANCE AND PROPERTY

1. Group property, including real estate must be vested in the name of the Branch of Scouts Australia in accordance with Branch rules.

2. Subscriptions, paid by Section members for meeting the specific needs of the Section, will be held in the Group bank account with appropriate delineation and made available as required by the Group Support Committee in consultation with the Group Council.
3. Money received on behalf of a Rover Crew or a Venturer Scout Unit may be held in a Section bank account and administered by the Crew or Unit concerned.
4. The accounts of Section funds, regardless of separate banking arrangements, will be consolidated in the annual audited financial accounts of the Group.

R5 JOEY SCOUT SECTION

R5.1 EDUCATIONAL OUTCOMES

The Joey Scout Section is a training section, which provides an activity based educational program in a Scouting atmosphere.

Objectives

1. To develop fine and gross motor skills through games and programs.
2. To learn through creative participation to develop a sense of personal identity through exploration of surroundings and nature.
3. To develop a spiritual awareness.
4. To develop a sense of sharing.
5. To provide means for personal expression.
6. To develop a sense of personal identity.
7. To develop a sense of belonging.
8. To develop a sense of responsibility for one's self and one's action.
9. To develop an awareness of the history and ideals of the Scout Movement.

R5.2 METHOD

The development of Joey Scouts is through participation in enjoyable activities, learning by doing and providing opportunities for doing.

R5.3 MEMBERSHIP

1. Boys and girls become Joey Scouts by an investiture ceremony during which the Joey Scout Promise is made and accepted.
2. Before becoming Joey Scouts, children should learn the Promise, Law and Theme for Joey Scouts.
3. Joey Scouts must have had their sixth birthday and normally progress to the Cub Scout Section around seven years and six months, depending on their individual readiness socially and intellectually.

4. Joey Scouts are able to commence their progression to Cub Scouts at any time after their seventh birthday.

R5.4 ORGANISATION AND LEADERSHIP

1. The Joey Scout Mob uses small ad-hoc groups rather than a formal permanent structure.
2. Scouts shall be one adult to five children. The use of parent helpers and Youth Helpers is encouraged. All helpers shall be approved by the Group Leader in accordance with Branch practices.
3. The Joey Scout Leader takes charge of the Mob with the help of at least one other leader, subject to the general supervision of the Group Leader.
4. Preferably when there are girls in a Mob there should be a female leader, and preferably when there are boys in the Mob there should be a male Leader.

R6 CUB SCOUT SECTION

R6.1 EDUCATIONAL OUTCOMES

The Cub Scout Section provides an opportunity to develop physically, intellectually, socially, emotionally and spiritually through participation in an exciting educational program based on individual needs.

Objectives

1. To develop fitness and co-ordination skills.
2. To develop creative skills.
3. To develop concepts of options and decision making.
4. To provide opportunity to learn by doing.
5. To develop a sense of the environment, both locally and globally.
6. To develop the individual's spiritual awareness.
7. To provide an opportunity for interaction in small groups.
8. To develop an understanding of leadership and team spirit.
9. To develop a sense of fair play and justice.
10. To create the feeling of belonging and a sense of achievement.
11. To develop an understanding of the history and ideals of the Scout Movement.

R6.2 METHOD

1. The development of Cub Scouts is through participation in small peer groups called Sixes, which provide the opportunity for practising team leadership skills.
2. The program is designed to provide opportunities for the development of relationships skills, values and abilities through doing activities, the playing of

games, helping others, and participation in an award scheme appropriate to the age.

R6.3 MEMBERSHIP

1. Boys and girls become Cub Scouts by an investiture ceremony during which the Cub Scout Promise is made.
2. Before their investiture as Cub Scouts, children must know and understand the meaning of the Promise and Law for Cub Scouts, in keeping with their age.
3. A Joey Scout who has earned the Link Badge may be invested without further training.
4. Cub Scouts must have had their seventh birthday and normally progress to the Scout Section around ten years and six months depending on their individual readiness, socially and intellectually.
5. Cub Scouts are able to commence their progression to Scouts any time after their tenth birthday.

R6.4 ORGANISATION AND LEADERSHIP

1. The Cub Scout Pack is made up of Sixes, each with up to six Cub Scouts, led by a Sixer, assisted by a Second.
2. The Pack Council is an informal meeting of the leaders with the Sixers, and the Seconds if desired, to discuss the plans and find out the wishes of the Pack.
3. The Cub Scout Leader takes charge of the Pack, with the help of at least one Assistant Cub Scout Leader, subject to the general supervision of the Group Leader.
4. The use of Youth Helpers is encouraged.
5. Preferably when there are girls in a Pack there should be a female leader, and preferably when there are boys in the Pack there should be a male leader.

R7 SCOUT SECTION

R7.1 EDUCATIONAL OUTCOMES

The Scout Section provides opportunities to participate in challenging educational activities in a progressively self-directing environment, aimed at developing confidence and self-esteem.

Objectives

1. To develop an understanding of personal health and fitness.
2. To provide appreciation of, and experience in, the outdoor environment.
3. To develop creative skills and provide for and encourage individual hobbies, interests and skills and through them a sense of individual achievement.

4. To promote knowledge of the environment and provide experience in the wider community.
5. To develop the individual's spiritual awareness.
6. To develop an awareness of values and a sense of fair play and justice.
7. To develop leadership skills.
8. To provide opportunities for training in community service.
9. To gain an understanding of the history and ideals of the Scout Movement.

R7.2 **METHOD**

1. The development of Scouts is through participation in small peer groups called Patrols, which provide the opportunity for exercising a full range of leadership skills in planning, organisation, control, communication and representation.
2. The program provides opportunities for the development of relationship skills, values, initiative and abilities through increasing independence in participation in camping, outdoor activities, community service, training games and an award scheme appropriate to the age.

R7.3 **MEMBERSHIP**

1. Boys and girls become Scouts by an investiture ceremony during which the Scout Promise is made.
2. Before their investiture as Scouts, young people must know and understand the meaning of the Promise and Law for Scouts, in accordance with their age.
3. A Cub Scout who has earned the Link Badge may be invested without further training.
4. Scouts must have had their tenth birthday and normally progress to the Venturer Scout Section around fourteen years and six months depending on their individual readiness, socially and intellectually.
5. Scouts are able to commence their progression to Venturer Scouts at any time after their fourteenth birthday.

R7.4 **ORGANISATION AND LEADERSHIP**

1. Each Scout Troop should preferably have at least two Patrols, depending on the local circumstances.
2. Each Patrol has four to eight Scouts, led by a Patrol Leader, assisted by an Assistant Patrol Leader.
3. The Troop Council is a body composed of the Patrol Leaders, and if desired, the Assistant Patrol Leaders, who meet regularly with the Scout Leader, who attends in an advisory capacity. The Troop Council is responsible for broad program planning, expenditure of Troop funds, and Troop management, which is within the capacity and experience of the members.

4. The Scout Leader shall ensure that as far as possible all Scouts are given opportunities to develop their leadership skills by practical experience, and are given responsibilities commensurate with their age and stage of development.
5. The Scout Leader takes charge of the Scout Troop, with the help of at least one Assistant Scout Leader, subject to general supervision of the Group Leader.
6. The use of Youth Helpers is encouraged.
7. Preferably when there are girls in the Troop there should be a female leader, and preferably when there are boys in the Troop there should be a male leader.
8. In seeking parent/guardian approval for attendance at Patrol or Troop overnight activities, advice must be provided on the leadership attendance and sleeping arrangements.

R8 VENTURER SCOUT SECTION

R8.1 EDUCATIONAL OUTCOMES

The Venturer Scout Section provides opportunities to participate in a wide range of educational activities in a self-directing environment aimed at developing interpersonal skills, confidence, self-esteem and citizenship qualities.

Objectives

1. To develop fitness and an understanding of personal and community health issues.
2. To provide challenging and appealing activities, which provide opportunities to develop personal abilities to the fullest potential.
3. To develop personal interests, resourcefulness and creative ability.
4. To develop knowledge of democracy and justice.
5. To develop a sense of self identity.
6. To promote a better understanding of the world's human and physical resources.
7. To develop the opportunity to express and respond to individual spiritual needs.
8. To develop values and ideals and express them through personal and group relationships.
9. To promote an understanding of and involvement in the community at a local, national and international level.
10. To provide an opportunity for companionship, sense of belonging and promotion of self-esteem.
11. To provide opportunities to develop and exercise vocational and leadership skills.
12. To further the knowledge and practice of the history and ideals of the Scout Movement.

R8.2 METHOD

1. The development of Venturer Scouts is through participation in a peer grouping called a Unit, and small ad-hoc groups. This provides for exercising complete leadership and management skills.
2. The program provides opportunities for: the development of relationship skills; values; initiative; abilities and international understanding through increasing responsibility for the management of the Unit; discussion and participation in a wide range of physically challenging outdoor activities; community service; and an award scheme appropriate to the age.

R8.3 MEMBERSHIP

1. Young people become Venturer Scouts by an investiture ceremony during which the Scout Promise is made or reaffirmed.
2. Before their investiture as Venturer Scouts, young people must know and understand the meaning of the Promise and Law in keeping with their age.
3. A Scout who has earned the Venturer Scout Link Badge may be invested without further training.
4. Venturer Scouts must have had their fourteenth birthday and progress to the Rover Scout Section after their eighteenth birthday.
5. Venturer Scouts are able to commence their progression to the Rover Scout Section at any time after the age of seventeen years and six months.

R8.4 ORGANISATION AND LEADERSHIP

1. Each Venturer Scout Unit should preferably have at least ten members. However a Unit with fewer members, due to local circumstances, may operate subject to the approval of the District Commissioner.
2. The Unit Council is a body elected by the Venturer Scouts to be responsible for managing the affairs of the Unit, including the expenditure of Unit funds, programming, control of Award Scheme agreed requirements and internal discipline. The Unit Chair shall be a Venturer Scout elected by the Unit. The Venturer Scout Leader attends in an advisory capacity.
3. The Venturer Scout Leader takes charge of the Unit, with the help of at least one Assistant Venturer Scout Leader, subject to the general supervision of the Group Leader.
4. Preferably where there are girls in the Unit there should be a female leader, and preferably where there are boys in the Unit there should be a male leader.
5. In seeking parent/guardian approval for attendance at overnight activities, advice must be provided on leadership attendance and sleeping arrangements.

R9 ROVER SCOUT SECTION

R9.1 EDUCATIONAL OUTCOMES

The Rover Scout Section provides opportunities for young adults between eighteen years of age and their twenty-sixth birthday to transition from adolescence to adulthood and support young adults, young women and men, in the final phase of their integration into adult society.

Objectives

1. To provide young adults with opportunities to undertake personal development through the Areas of Personal Growth, which Scouting recognises as spiritual, physical, intellectual, emotional and social growth, which in turn leads to character development.
2. To give young adults the opportunity to discover the challenges of today's world and to develop the motivation and the skills to face them, not only within their community and their country but also at an international level.
3. To assist young adults acquire experience and skills in leadership.
4. To assist young adults develop their own path in life and actively plan their future.

R9.2 METHOD

1. The development of Rover Scouts is through membership of a young adult grouping called a Crew, which is fully self-managed. Opportunities exist for a wide range of management and organisational responsibilities at all Formations of the Movement, e.g. Branch and National Rover Councils.
2. The program requires Rover Scouts to exercise commitment to a code of living based on Scouting values, and to demonstrate a high degree of management and relationship skills in performing community services and participating in a wide range of activities.

R9.3 MEMBERSHIP

1. Young adults become Rover Scouts by an investiture ceremony during which the Scout Promise is made or reaffirmed.
2. Before investiture as a Rover Scout a young adult must undertake to comply with the Scout Promise, the Aim and Principles of the Movement, and membership requirements of the Branch Rover Council.
3. Rover Scouts must have reached their eighteenth birthday and cannot stay in the Crew after their twenty-sixth birthday.
4. A Venturer Scout who has earned the Rover Scout Link Badge may be invested as a Rover Squire without further training.

R9.4 ORGANISATION AND LEADERSHIP

1. A Rover Crew may function within a Group, District, or any other Formation of Scouts Australia as approved by Branch.
2. Each Rover Crew shall be approved and registered in accordance with Branch procedures.
3. Each Rover Crew shall elect a Crew Leader who is responsible for the management of the Crew.
4. Rover Advisers are selected by the Crew to advise them as required and are recommended for appointment in accordance with Branch procedures.

R9.5 ROVER SCOUT SERVICE AWARD

1. The Rover Scout Service Award is awarded by Branch Rover Councils on the recommendation of a Crew, Region Rover Council, or the Branch Rover Council itself to Rover Scouts, Rover Advisers, other uniformed members of the Scout Movement, and/or non-uniformed people, who give outstanding service to the Rover Scout Section. Each Branch Rover Council has the right to use an individual additional name for the Award to honour a distinguished former leader in that Branch.
2. The Rover Scout Award Medallion is worn around the neck on a red ribbon with two white stripes. A cloth emblem with a red and white knot on a blue background is issued to awardees to wear on the uniform.
3. The Rover Scout Service Award is an Adult Recognition Award.
4. Members who receive this Award may continue to wear the emblem on their uniform for as long as they remain in Scouts Australia in whatever capacity.

R10 SCOUT FELLOWSHIP

R10.1 PURPOSE

Scout Fellowship provides opportunities for adults to experience the fellowship of Scouting and provide service to Scouts Australia and the community.

R10.2 MEMBERSHIP

Adults who undertake to comply with the Scout Promise and Law, the Purpose and Principles of Scouts Australia, and affiliate with a Fellowship attached to a Formation of Scouts Australia.

R10.3 ORGANISATION AND LEADERSHIP

Scout Fellowships are organised in a manner approved by the relevant Branch Chief Commissioner.

R11 ADULT TRAINING AND DEVELOPMENT

R11.1 THE SCHEME

The Scout Association of Australia is responsible for designing and operating a national curriculum for the training and development of adults in all functions and at all levels. This system includes the integration of the new leader, basic and advanced training and support for all adults for the duration of their appointment. The system includes the acquisition and development of the knowledge and skills necessary for each function and the personal development of adults. It is flexible and allows for previous experience and skills to be assessed and allows for the acquisition of additional skills and knowledge.

R11.1.1 Program

1. The Adult Training and Development system is specially designed for Australian adults in Scouting and Australian conditions. It complies with the objectives of the World Scout Committee.
2. The system consists of preliminary, basic, advanced and supplementary training.
3. Basic training will normally be completed within six months of entry into the Movement. This results in presenting the Gilwell Woggle, and Certificate of Adult Leadership.
4. Advanced training will normally be completed within two to three years including an evaluation period of at least four months. This results in presenting the Wood Badge, including a set of wood beads, a parchment and Gilwell Scarf.
5. Supplementary training programs are offered in specific areas.
6. Rover Scouts are eligible to complete Wood Badge Training. To complete Advanced Level Training, Rover Scouts must be in a leadership role within Scouting and be able to fully demonstrate the evaluation requirements for the Wood Badge. This should take place over a minimum of four months and can occur from a Crew level through to National level. The Branch Adult Training and Development Commissioner would co-ordinate, and be responsible for, the final evaluation.
7. A comprehensive system of Training of Trainers and Assessors, at Basic and Advanced levels, supports the Training and Assessment personnel.

R11.1.2 Recognition of Prior Learning/Current Competencies

A National procedure for the recognition of prior learning and of current competencies has been developed, enabling Adult Leaders to demonstrate the transfer of the full range of an individual's skills and

knowledge, irrespective of how it has been acquired, to their Scouting role.

R11.1.3 Personnel

The following positions support the delivery and ongoing support of training:

1. National Commissioner, Adult Training and Development who is responsible for the development and coordination of the National Adult Training & Development Curriculum.
2. Personal Leader Advisers, appointed to assist each new adult member with his/her training and ongoing support.
3. Assessors, appointed nationally to conduct the assessment procedures for members.
4. Leader Trainers, Assistant Leader Trainers and Instructors, appointed nationally to conduct training programs.

R11.1.4 SAIT

Scouts Australia Institute of Training (SAIT) is a Registered Training Organisation and seeks, as its primary purpose, to enable members of Scouts Australia, who have completed the relevant Adult Training & Development program, the ability to seek, through a Recognition of Prior Learning process externally accredited qualifications (as defined in its registered “scope”).

SAIT is strategically managed by a Board of Management (responsible to the National Executive Committee) and operationally led by a Principal.

R12 SAFE PRACTICE

R12.1 BRANCH PROCEDURES

Branches shall prescribe the following procedures for the safe conduct of activities for each Section:

1. Procedures for approval to conduct the activity.
2. Appointment of the authorised person in charge.
3. Information for, and approval from, parent/guardian. The information must include leadership attendance, sleeping and transport arrangements.
4. Emergency arrangements including first aid.
5. Transport to and from the activity.

R12.2 TRANSPORT

When transport is being arranged the following rules shall apply:

1. All vehicles shall be registered and carry current third party insurance.
2. Drivers shall be licensed. In the case of provisional licenses the authorised person in charge of the activity shall approve, or otherwise, the use of the driver.
3. Local traffic regulations relating to seating, seat belts, loading, speed and the consumption of alcohol and drugs shall be observed.
4. Motorcycles may be used by the licensed owner but the carrying of youth members as pillion passengers is prohibited.
5. Hitchhiking by members is prohibited.
6. In the event of an accident in which any person is injured, Branch shall be advised in accordance with Branch procedures.

R12.3 TRAFFIC SAFETY

The person in charge of any group of Scouts marching, walking or cycling on or adjacent to a public roadway, must take all possible precautions to ensure their safety including the use of traffic pickets when appropriate.

R12.4 DRUGS AND ALCOHOL

The consumption of alcoholic beverages and other performance-affecting drugs by participants prior to or during a day-to-day or adventurous activity is prohibited. Branches are responsible to prescribe rules for the safe consumption of alcohol by adults at Scouting functions.

R12.5 FIREARMS

1. Firearms shall not be brought into or stored on any ASSOCIATION property except with the prior approval of Branch.
2. Scouts shall not use firearms except on an official shooting range under an authorised person in charge.

R12.6 FIRE

The person in charge of an outdoor activity at which fire is used for cooking or campfires shall ensure that local statutory rules are observed and that participants take adequate fire safety precautions.

R12.7 PIONEERING ACTIVITIES

Pioneering is a day-to-day program activity involving special risks, which require special precautions when erecting and dismantling structures. Pioneering is a fundamental scouting skill, using the scout method, including the patrol system, to plan and create temporary gadgets and structures from predominately naturally occurring materials.

Leaders who have completed Basic and Advanced Leader Training Pioneering sessions, may construct and supervise pioneering structures, including rope bridges, where a person may be standing (foot height) up to a maximum of 2m off the ground.

Leaders who have completed additional specialist training in pioneering may construct and supervise pioneering structures, including rope bridges, where a person may be standing (foot height) over 2m off the ground. Before such structures are constructed, appropriate control measures, e.g. helmets, must be documented and implemented, subject to Branch approval and in compliance with State and Territory regulation.

Suitable four point attachment helmets which comply with current Australian standards, e.g. hard-shelled bicycle, caving, rock climbing (not construction) helmets, must be worn for pioneering activities where head injuries are a potential.

Flying foxes and aerial runways may only be constructed by suitably trained and qualified individuals, and subject to Branch approval and in compliance with State and Territory regulation.

R12.8 PROVISIONS FOR MALE AND FEMALE MEMBERS

1. In every camp or overnight activity each person must have separate bedding.
2. Provision shall be made for private changing facilities and ablutions for male and female youth members and Adult Leaders.
3. Where possible separate sleeping accommodation, tents or suitably partitioned dormitories are required for boys, girls, male and female Adult Leaders.

4. Branches may prescribe additional rules.

R12.9 KNIVES

Knives other than clasp knives are prohibited.

R12.10 SWIMMING: JOEY SCOUTS, CUB SCOUTS, SCOUTS

The person in charge of a swimming party of Joey Scouts, Cub Scouts or Scouts shall take the following precautions:

1. The safety of the place must be checked for depth, currents, underwater obstacles, etc.
2. A responsible adult must be appointed to take charge and personally supervise the activity.
3. The Buddy System must be used, with all swimmers paired off and each swimmer accepting responsibility for keeping the other in view and reporting any mishap or disappearance. The supervising adult must call for regular buddy checks.
4. Two competent swimmers equipped with a lifeline must remain on guard as pickets during the activity.
5. In properly supervised swimming baths these rules may be modified at the discretion of the person in charge of the activity.

R12.11 SWIMMING: SCOUT PATROLS

In the case of Scout Patrol activities where no adult is present, the leader shall take the following precautions prior to the activity:

1. The parent/guardian must be advised that swimming is proposed without adult supervision.
2. The site must be checked for safety by a responsible adult.
3. The Patrol Leader must be briefed by the leader on the requirements of Rule R12.10.
4. The Patrol Leader must undertake to comply with the provisions of Rule R12.10 with the exception of adult supervision.

R12.12 SWIMMING: VENTURER SCOUTS

Venturer Scouts must exercise all reasonable precautions when swimming.

R12.13 BOATING

1. Branches shall prescribe procedures and rules for the issue of Boat Certificates and Charge Certificates, and shall specify construction, positive buoyancy, maintenance and operational requirements.
2. The Branch rules shall cover compliance with relevant statutory regulations, the compulsory use of personal flotation devices in all circumstances, and the

swimming capabilities of participants. The Branch rules shall apply to boats, canoes, kayaks and rafts.

R12.14 ROVER SCOUT ACTIVITIES

1. Branch Rover Councils may develop rules consistent with Scouts Australia's Duty of Care and relevant community standards for observance by Rover Scouts undertaking adventurous activities. These rules may be subject to approval by the Branch Chief Commissioner.
2. In any activity involving Rover Scouts and youth members, National rules specified in *Policy and Rules*, and Branch rules promulgated by Branches shall apply.

R12.15 AIR ACTIVITIES

All air activities shall be conducted in conformity with civil aviation regulations.

R12.16 ADVENTUROUS ACTIVITY PROGRAMS

All activity programs including adventurous activity programs shall be based on documented community standards. These programs may include:

1. Abseiling
 - Canyoning
2. Air Activities and Flying:
 - Parascending
 - Parasailing
3. Alpine Activities:
 - Snowplay
 - Snowboarding
 - Snowshoeing
 - Downhill skiing
 - Ski touring
 - Snow camping
4. Bushwalking
5. Challenge Ropes
6. Cycling
7. Four Wheel Driving
 - Off road pursuits
8. Flying Foxes
9. Horse Riding
10. Rock Climbing
 - Artificial walls
11. Water Activities

- Canoeing/kayaking
- Sailing
- Scuba diving
- Sailboarding
- Yachting

R13 DECORATIONS AND AWARDS

R13.1 THE AWARD SYSTEM

1. The Award System of The Scout Association of Australia has a number of categories, each of which is designed to recognise the particular contribution and achievement of a specified class of member, as follows:
 - a. **Section Members:**
 - i. Service Badges.
 - ii. Awards for Gallantry.
 - iii. Awards for Meritorious Conduct.
 - iv. Badges for achievement in the practice of Scouting.
 - v. Badges for participation in major events.
 - vi. Badges for competency in an adventurous activity.
 - vii. Badges for the provision of service.
 - b. **Adult Members in a leadership or specific management role:**
 - i. Recognition of service.
 - ii. Adult Recognition Awards (formerly Good Service).
 - iii. Awards for Gallantry.
 - iv. Awards for Meritorious Conduct.
 - v. Recognition of competency in an adventurous activity.
 - vi. Recognition of the provision of service.
 - c. **Adult Members and Supporters:**
 - i. Recognition of service.
 - ii. Adult Recognition Awards (formerly Good Service).
 - iii. Awards for Gallantry.
 - iv. Awards for Meritorious Conduct.
2. Scouts Australia reserves the right to withdraw Awards already granted if the recipient's subsequent behaviour is contrary to Scouts Australia's values or Code of Conduct.

R13.2 SERVICE BADGES FOR SECTION MEMBERS

1. Service Badges are worn by Section members to show the years of service in the current Section, and to recognise previous service in other Sections.
2. Service Badges are made with tan, yellow, green, maroon or red overlocking to indicate Joey Scout, Cub Scout, Scout, Venturer Scout and Rover Scout service respectively.
3. Members of youth Sections are presented with the appropriate Service Badge when it falls due.
4. Members may continue to wear the Service Badges that were awarded in previous Sections in addition to the Service Badge applicable to their current Section.
5. Service with the Girl Guides Australia Association may be counted towards previous service.
6. Leaders and other adult members and supporters do not wear Section Service Badges.
7. Service Badges for Section members are worn on the uniform above the left hand pocket, as illustrated in Appendix 4.

R13.3 RECOGNITION OF SERVICE BY LEADERS

1. The Service Decoration is granted to adult members in a leadership or specific management role who have given five years accumulated service since application for their first appointment. Applications for the Award shall be processed in accordance with Branch procedures.
2. The first (5 year) Service Decoration consists of a cloth emblem with a white knot on a blue background with the figure '5' superimposed in gold.
3. A certificate is issued with the Service Decoration.
4. The Service Decoration is worn at the bottom of the left sleeve.

R13.4 RECOGNITION OF FURTHER SERVICE BY LEADERS

1. Further service is recognised by way of a number embroidered onto the cloth Service Emblem, indicating the total number of years of service at five yearly increments.
2. A certificate is issued with the incremental Award.

R13.5 SCOUTS AUSTRALIA ADULT RECOGNITION AWARDS

1. Awards for especially good service to Scouts Australia are awarded to persons who have given particularly valuable service or significantly contributed to the wellbeing of Scouting.

2. Awards are granted for good service beyond the level of service normally expected of a person in carrying out the responsibilities of the appointment or position held as well as carrying out those duties to a high standard. Awards are based on evidence of achievement.
3. Many of the awards are associated with periods of service but under exceptional circumstances the typical service period may be reduced to recognise highly intense/complex periods of special activity and special effort.
4. Nominees for Leader awards of Silver Wattle and above are expected to be Wood Badge qualified.
5. Each Branch should develop procedures so that recommendations may be initiated by any member or formation of the Scout Movement and may be sent directly to the relevant Branch Chief Commissioner. Certificate and distinctive cloth emblems (for wearing on uniform – see R13.10) are issued with the awards as appropriate.
6. A distinctive pin for wearing in civilian dress is issued together with the first Award presented. This is a silver lapel badge based on the National logo.
7. Scouts Australia Adult Recognition Awards consist of:
 - a. **Special Service Award**

The Special Service Award is awarded to both adult members and supporters for the successful support, development or management of a Section or Formation, or for an intense contribution over a period of at least 12 months to the success of a major event or major activity. ‘Special Service’ is defined as making a noteworthy contribution in their role. This Award can be made in the first three year assignment / period of service.

A bronze medallion, depicting Special Service, is worn around the neck on a white ribbon.

Cloth Emblem: a white and green knot on a blue background.
 - b. **Meritorious Service Award**

The Meritorious Service Award is awarded to both adult members and supporters for meritorious or praiseworthy service to Scouts Australia for a period of around six to eight years. ‘Meritorious Service’ is defined as performing to a higher standard for longer or more intensely, than would be reasonably expected.

A silver medallion, depicting the Scouts Australia logo, is worn around the neck on a yellow ribbon.

Cloth Emblem: a yellow knot on a blue background.
 - c. **Outstanding Service Award**

The Outstanding Service Award is awarded for outstanding service to Scouts Australia for a period of at least twelve years, to non-uniformed members and supporters.

The Outstanding Service Award is worn around the neck on a green ribbon.

Cloth Emblem: a green knot with a white outline on a blue background.

d. Silver Wattle

The Silver Wattle is awarded for outstanding service to Scouts Australia as an adult member in an active Leadership role, for a period of around ten to twelve years. ‘Outstanding service’ is defined as a performance at a consistently high standard, normally over a number of assignments, all of which have provided positive outcomes for Scouting. This person’s contribution to Scouting clearly stands out from that of his/her peer group.

The Silver Wattle is worn around the neck on a green ribbon.

Cloth Emblem: a green knot on a blue background.

e. Distinguished Service Award

The Distinguished Service Award is awarded for distinguished service to Scouts Australia as an adult member or supporter for a period of around 18 to 20 years. It is expected that such distinguished service is at a consistently high level, providing significant and valuable support to a Group or higher Formation and that the recipient is respected and highly regarded throughout the District/Region/Branch or Nationally.

The Distinguished Service Award is worn around the neck on an orange ribbon.

Cloth Emblem: a white and orange knot on a blue background.

f. Silver Koala

The Silver Koala is awarded for distinguished service to Scouts Australia as an adult member in an active Leadership role, for a period of around 14 to 16 years. It is expected that such distinguished service is at a consistently high level, normally over a number of assignments, resulting in a significant contribution to the wellbeing of Scouting and that the recipient is respected and highly regarded throughout the District/Region/Branch or Nationally.

The Silver Koala is worn around the neck on an orange ribbon.

Cloth Emblem: an orange knot on a blue background.

g. Silver Emu

The Silver Emu is awarded for further distinguished service to Scouts Australia by an adult member in an active Leadership role, for a period of at least four or five years since the Award of the Silver Koala. It is expected that such further distinguished service is at a consistently high level, over a number of assignments and at a number of levels within a

Branch or at a National level, resulting in further significant contributions to the wellbeing of Scouting.

The Silver Emu is worn around the neck on a purple ribbon.

Cloth Emblem: a purple knot with a white outline on a blue background.

h. National President's Award

The National President's Award is awarded for eminent achievement and exceptional service to Scouts Australia by adult members and supporters, over a long period in a number of significant roles within the organisation, or for a unique and highly valued contribution to the wellbeing of Scouting.

The National President's Award is worn around the neck on a red ribbon.

The awarding of the National President's Award may be made by the Chief Scout of Australia to a member of a Scout Association affiliated with the World Organisation of the Scout Movement.

Cloth Emblem: a red knot on a blue background.

i. Silver Kangaroo

The Silver Kangaroo is awarded for eminent achievement and exceptional service to Scouts Australia by an adult member in an active Leadership role, over a long period, in a number of roles at various levels within the organisation, or for a unique and highly valued contribution to the wellbeing of Scouting.

The Silver Kangaroo is worn around the neck on a gold ribbon with two green stripes.

Cloth Emblem: a gold knot on a green background.

The awarding of the Silver Kangaroo may be made by the Chief Scout of Australia to a member of a Scout Association affiliated with the World Organisation of the Scout Movement.

8. Awards are made as follows:

- a. Special Service Award, Meritorious Service Award, Outstanding Service Award and Silver Wattle by a Branch Chief Scout or by the Chief Scout of Australia (according to the practice of the Branch) on the recommendation of a Chief Commissioner.
- b. Distinguished Service Award, Silver Koala, Silver Emu, National President's Award and Silver Kangaroo by the Chief Scout of Australia, on the recommendation of the Chief Commissioner of Australia.
 - i. Each of the eight Branch Chief Commissioners to submit to the Chief Commissioner of Australia the names of the leaders from the Branch recommended for an award;
 - ii. The Chief Commissioner of Australia can add names to the list;

- iii. Where the Chief Commissioner of Australia has disagreed with a nomination, a Committee of 3 Branch Chief Commissioners shall review the decision. Neither the National Chief Commissioner nor the proponent Branch Chief Commissioner will be part of the review Committee (but can be asked for information to assist the review process). One Chief Commissioner will be drawn from the large Branches (Victoria, NSW), one from the medium sized Branches (Qld, SA, WA) and one from the smaller Branches (ACT, Tasmania and NT). The National Chairman will appoint the Review Committee.
 - iv. The meeting of this Review Committee shall decide (by simple or some other majority) the names and awards that the Chief Commissioner of Australia should forward to the Chief Scout of Australia where there was previously a disagreed position.
 - v. The review process is to be completed quickly. As a guide, within 2 days of the Committee being appointed the National Chief Commissioner should submit in writing the reasons for his/her objection. The proponent Chief Commissioner should then have 2 days to respond. The Committee shall be able to request further information, but is expected to determine the matter within 10 days from appointment.
9. The Rover Scout Service Award, described in R9.5, is also recognised as an Adult Recognition Award. This Award may be given at any time during the year.

R13.6 RECOGNITION OF INFORMAL SUPPORT TO LEADERS

R13.6.1 Appreciation Award

- 1. For Supporters of the Movement who have provided support to appointed leaders in carrying out the responsibilities of the appointment for a period of at least five years.
- 2. Any Group Leader or Commissioner may make the Award.
- 3. A Certificate of Appreciation is issued with this Award badge.

R13.7 AWARDS FOR GALLANTRY

Awards for Gallantry are granted by the Chief Scout of Australia on the recommendation of the Chief Scout of a Branch to individual members, or Scout Groups in cases of joint action. One of the following awards may be granted, according to the circumstances of the case:

- a. Certificate for Gallantry, in cases involving limited risk.
- b. Gilt Cross, for Gallantry with moderate risk. Blue ribbon with vertical red stripe.
- c. Silver Cross, for Gallantry with considerable risk. Blue ribbon.

- d. Bronze Cross. The highest possible Award for Gallantry, granted only for special heroism or extraordinary risk. Red ribbon.

The cloth emblem for wear on uniform is a knot on a blue background at the bottom of the left sleeve. The colours of the knots are:

- a. Blue and white for the Certificate for Gallantry.
- b. Blue and red for the Gilt Cross.
- c. Blue for the Silver Cross.
- d. Red for the Bronze Cross.

The appropriate emblem is worn in accordance with Rule R13.10.

A certificate is issued with each Award.

R13.8 AWARDS FOR MERITORIOUS CONDUCT

1. Awards for Meritorious Conduct are granted by the Chief Scout of Australia on the recommendation of the Chief Scout of a Branch to individual members, or Groups in cases of joint action. Awards for Meritorious Conduct are given in cases which may not have involved risk of life but which have displayed courage, endurance, initiative, or devotion to duty, often under suffering. One of the following awards may be granted, according to the circumstances of the case:
 - a. Certificate for Meritorious Conduct.
 - b. Medal for Meritorious Conduct. Green ribbon with vertical red stripe.
2. The cloth emblem for wear in uniform is a knot on a blue background at the bottom of the left sleeve. The colours of the knots are as follows:
 - a. Green and blue for the Certificate of Meritorious Conduct
 - b. Green and red for the Medal for Meritorious Conduct.
3. The appropriate emblem is worn in accordance with Rule 13.10.
4. A certificate is issued with each Award.

R13.9 AWARDS BY OTHER ORGANISATIONS

R13.9.1 War Service Medals, Decorations and Orders

Members may wear the ribbons of King's and Queen's medals, war medals, decorations and orders, except when attending a War Memorial Service, when the medals themselves may be worn.

R13.9.2 Decorations Awarded by Overseas Governments and Scout Associations

Members may wear the ribbons of decorations conferred by overseas Governments, and decorations conferred by overseas Scout Associations, as determined by the Branch Chief Commissioner.

R13.9.3 First Aid Badge and Armlets

1. While an individual's qualifications remain valid Scouts Australia's First Aid Badge may be worn at the bottom of the right sleeve on the uniform by Section members and leaders who hold a current First Aid qualification from any approved provider to current Australian Resuscitation Council Standards.
2. The armlets of the St John Ambulance Association, the St John Ambulance Brigade and the Red Cross Society may be worn at the bottom of the right sleeve while serving with one of these bodies.

R13.9.4 Lifesaving Badges and Medals

The cloth badges of the Surf Life Saving Association or the Royal Life Saving Society may be worn on the right sleeve of the uniform.

R13.9.5 Badges of Sponsoring Authorities

The badge of a Sponsoring Authority may be worn on the right sleeve.

R13.9.6 Duke of Edinburgh Awards

Venturer Scouts may wear the cloth emblem for the Silver Duke of Edinburgh Award. Venturer Scouts and Rover Scouts may wear the cloth emblem for the Gold Duke of Edinburgh Award.

The badges are worn on the right sleeve.

R13.9.7 World Guide Badge

Members of the Movement who are also members of Girl Guides Australia may wear the cloth World Guide Badge on the right sleeve of the Scout uniform.

R13.10 WEARING OF AWARDS AND EMBLEMS

1. Emblems for the different categories of awards are worn at the bottom of the left sleeve. When more than one is worn, the emblems are in the following order from the wearer's left to right:
 - a. Award for Gallantry.
 - b. Award for Meritorious Conduct.
 - c. Adult Recognition Award (Good Service).
 - d. Service Decoration.
2. Where more than one Award is received in any category (except for Awards of Gallantry) the holder will wear only the higher emblem in each category or higher Award. In the case of the Rover Scout Service Award which has no position of hierarchy of the Adult Recognition Awards, the holder may choose to wear either the Rover Service Award or the other Adult Recognition Award.

3. Entitled persons may wear the insignia of Scout awards and emblems with appropriate civilian dress.

R14 UNIFORM, BADGES AND INSIGNIA

R14.1 GENERAL RULES

1. The uniforms described below and illustrated in the Uniform Appendix 4 shall be worn by all Scouts and Leaders.
All members in uniform shall wear the Membership badge and the Australian Flag badge above the left pocket.
2. No alterations or additions may be made except for authorised badges and insignia.
3. No special event emblem or badge may be worn on the Scout uniform unless it has been approved by the Branch Chief Commissioner in accordance with Branch rules.

A special event emblem or badge, when approved can only be worn on the front right hand side of the uniform, with the top of the event badge in horizontal alignment with the top of the Australian Flag badge, which is located above the shirt pocket. The emblem or badge is to be no larger than 75mm wide and 75mm deep/long.

Badges for National events such as Jamborees, Ventures, Moots and JOTA/I may qualify as special events badges provided that their design has been approved by the Chief Commissioner of Australia and they meet the size requirements of this rule.

Only one event badge may be worn on the uniform at any one time.

4. Branch Chief Commissioners may, within the ambit of these Rules, limit the items and style of uniform worn by members of the Branch, or part of the Branch.
5. Members may, at the discretion of the Leader-in-charge, wear any suitable camp or activity clothing but when uniform is worn in public it must be correct and complete.

R14.2 ITEMS OF THE NATIONAL UNIFORM

R14.2.1 Headgear

1. The wearing of headgear in all Sections is optional at the discretion of the Branch Chief Commissioner.
2. Wearing of headgear appropriate to a situation is expected safe and sensible practice.

R14.2.2 Shirt

1. Youth Members - dark blue Scout pattern incorporating the Scouts Australia logo with short sleeves and collar. The collar, yoke and outside of sleeves to be in relevant Section colour as indicated below:
 - a. Joey Scouts, tan.
 - b. Cub Scouts, yellow.
 - c. Scouts, green.
 - d. Venturer Scouts, maroon.
 - e. Rover Scouts, red.
2. Adult Members – dark blue only Scout pattern incorporating the Scouts Australia logo.

R14.2.3 Shorts

Individual choice of neat attire. Colours from a range prescribed by the Branch Chief Commissioner.

R14.2.4 Trousers

Individual choice of neat attire. Colours from a range prescribed by the Branch Chief Commissioner.

R14.2.5 Skirts

Individual choice of neat attire. Colours from a range prescribed by the Branch Chief Commissioner (females only).

R14.2.6 Belts

1. Dark blue webbing style belt with metal buckle incorporating the Scouts Australia logo.
2. Option for Sea Scouts only: White webbing style belt with metal buckle incorporating the Scouts Australia logo.

R14.2.7 Footwear

Neat, practical footwear. Individual choice of black or brown shoes; boots or joggers.

R14.2.8 Scarf

A scarf of a design approved by National or by the Branch may be worn either under or over the collar, with a woggle.

R14.2.9 Kilt

1. Members other than Joey Scouts and Cub Scouts may wear a kilt if approved by the Branch Chief Commissioner.
2. Such members must be of Scottish or Irish descent.

R14.2.10 Fleece Jackets

A uniform blue fleecy jacket incorporating the Scouts Australia logo may be worn.

R14.3 METHOD OF WEAR OF THE NATIONAL UNIFORM

R14.3.1 Joey Scouts

1. Joey Scouts wear the appropriate items of the National uniform as described in Rule R14.2.
2. The National Joey Scout woggle is tan cloth featuring the World Scout Badge and “Joey Scouts”.

R14.3.2 Cub Scouts

Cub Scouts wear the appropriate items of the National uniform as described in Rule R14.2.

R14.3.3 Scouts

Scouts wear the appropriate items of the National uniform as described in Rule R14.2.

R14.3.4 Venturer Scouts

1. Venturer Scouts wear the appropriate items of the National uniform as described in Rule 14.2 on all appropriate formal and public occasions.
2. Venturer Scout Units may wear a distinctive Unit Working Uniform at camps and relevant activities.

R14.3.5 Rover Scouts

1. Rover Scouts wear the appropriate items of the National uniform described in Rule R14.2 on all appropriate formal and public occasions.
2. Rover Scouts wear the appropriate National uniform and Rover Scout shoulder knot.

R14.3.6 Girl Guides

A Ranger-Guide or Ranger helping with a Pack may be given permission by the leader of the Girl Guide Unit to wear Girl Guide uniform when so helping. A Youth Helper Badge may also be worn.

R14.3.7 Leaders

1. Leaders and other adult members entitled to wear uniform wear the appropriate items of the National uniform described in Rule R14.2.
2. Leaders and Rover Scouts wear the Gilwell Woggle on completion of Adult Basic Training and the Wood Badge on completion of Adult Advanced Training.
3. A Rover Scout appointed as a Leader, or to another uniformed adult membership position, may choose to wear their Rover Scout uniform whilst performing the duties of their appointed position, subject to retaining Rover Scout membership.

R14.4 BADGES AND INSIGNIA

R14.4.1 General Rules

1. Badges are obtained and issued in accordance with Branch procedures.
2. The following classes of badges and insignia are available:
 - a. Badges indicating a qualification or skill.
 - b. Badges signifying a rank or appointment.
 - c. Badges worn when not in uniform.
 - d. Events Badges e.g. Jamborees, Scout Job Week.
3. The badges of two or more appointments may not be worn at the same time, and leaders will wear the badges and insignia applicable to their Leadership Appointment, irrespective of any other appointment, which may be held.
4. Leaders with more than one Leadership Appointment will wear the badges and insignia appropriate to the occasion.
5. Leaders and adult members entitled to wear uniform shall not wear any badges or insignia awarded only to youth section members except for a Queen's Scout miniature or Baden-Powell Scout Award miniature, if entitled to do so.

R14.4.2 Joey Scouts

Joey Scouts wear the National Joey Scout woggle and badges as illustrated in Appendix 4.

R14.4.3 Cub Scouts

1. Cub Scouts wear badges as illustrated in Appendix 4.
2. A round Six identification patch of a single colour is worn on the left sleeve as illustrated in Appendix 4.

3. A Second wears, in addition, a role badge on the flap of the shirt pocket.
4. A Sixer wears, in addition a role badge on the flap of the shirt pocket.

R14.4.4 Scouts

1. Scouts wear badges as illustrated in Appendix 4.
2. A Patrol Emblem is worn on the left sleeve as illustrated in Appendix 4.
3. An Assistant Patrol Leader wears, in addition, a role badge on the flap of the shirt pocket.
4. A Patrol Leader wears, in addition, a role badge on the flap of the shirt pocket.

R14.4.5 Venturer Scouts

Venturer Scouts wear badges as illustrated in Appendix 4.

R14.4.6 Rover Scouts

1. Rover Scouts wear badges as illustrated in Appendix 4.
2. Rover Scouts wear a shoulder knot of tan, yellow, green, maroon and red, and a shoulder badge with the World Scout Emblem and "Rovers" superimposed in gold.
3. Rover Scouts who have completed the requisite training are entitled to wear in uniform the Gilwell Woggle consisting of a leather two-strand Turkshead.
4. Rover Scouts who have gained the Wood Badge are entitled to wear in uniform the Gilwell Scarf and Woggle, and the Wood Badge on a leather thong around the neck.
5. Rover squires and trainees wear a shoulder knot of tan, yellow, green and maroon, but do not wear the shoulder badge.

R14.4.7 Adult Leaders

1. Leaders wear badges as illustrated in Appendix 4.
2. Leaders who have completed the requisite training are entitled to wear in uniform the Gilwell Woggle consisting of a leather two-strand Turkshead. Leaders who have gained the Wood Badge are entitled to wear in uniform the Gilwell Scarf and Woggle, and the Wood Badge on a leather thong around the neck. The Gilwell scarf is normally worn only for adult training purposes and at Gilwell reunions.

3. The Wood Badge consists of two facsimiles of beads from a Zulu necklace which was the property of the Founder.
4. Adventurous Activity Guides / Instructors will wear a rectangular cloth badge (navy blue background with yellow lettering) denoting their highest role on the lower half of the right sleeve.
5. Personal Leader Advisers / Assessors will wear a rectangular cloth badge (navy blue background with yellow lettering) denoting their role on the lower half of the right sleeve.
6. Leader Trainers wear two additional beads and Assistant Leader Trainers wear one additional bead.
7. Leaders wear a name bar depicting their appointment on the flap of the shirt pocket.
8. Subject to Branch Chief Commissioner approval, leaders may wear shoulder badges to designate their Section or Formation:
 - a. Joey Scout Leaders - A badge with a Scouts Australia logo-emblem on a tan background with the words *Joey Scout* on the outer edge
 - b. Cub Scout Leader - A badge with a Scouts Australia logo-emblem on a yellow background with the words *Cub Scout* on the outer edge
 - c. Scout Leader - A badge with a Scouts Australia logo emblem on a green background with the words *Scout* on the outer edge
 - d. Venturer Scout Leader - A badge with a Scouts Australia logo-emblem on a maroon background with the words *Venturer Scout* on the outer edge
 - e. Rover Adviser - A badge with a Scouts Australia logo emblem on a red background with the words *Rover Scout* on the outer edge
 - f. Leaders at Group level - A badge with a Scouts Australia logo-emblem on a white background with the word *Group* on the outer edge
 - g. Leaders at District level - A badge with a Scouts Australia logo-emblem on a light blue background
 - h. Leaders at Region and Branch level - A badge with a Scouts Australia logo-emblem on a purple background.

R14.4.8 Other Adult Members Entitled to Wear Uniform

1. Adult members entitled to wear uniform, other than Leaders, wear the appropriate National uniform as illustrated in Appendix 4, with name bar depicting their appointment as specified in Rule R14.4.7.
2. A Chaplain in uniform wears an appropriate badge on the right sleeve.

R14.4.9 Badges Indicating a Qualification or Skill (Earned Badges)

1. Amateur Radio Operator Badge

Any uniformed member who has an Amateur Radio Operator's licence may wear the highest level held of the badge on the right sleeve.

2. Activity Leader Badge (i.e. Anchor Badge)

Scouts, Venturer Scouts, Rover Scouts and Leaders who have qualified may wear an Activity Leader Badge on the right sleeve.

3. Baden-Powell Scout Award

- a. Rover Scouts who are eligible wear the Award on the left sleeve.
- b. Leaders who have gained the Award may wear a miniature replica of it on the left sleeve.

4. Faith Awareness Badge

Youth members of the Cub Scout Section, Scout Section and Venturer Scout Section may wear the Faith Awareness badge on the right sleeve with other special badges.

- a. The Cub Scout badge has a yellow background with black and white figures.
- b. The Scout badge has a green background with black and white figures.
- c. A general badge with Scouts Australia logo on beige background with black edging.

5. First Aid Badge

Venturer Scouts, Rover Scouts and leaders who hold a current First Aid qualification from any approved provider to current Australian Resuscitation Council Standards, may wear Scouts Australia's First Aid Badge on the right sleeve.

6. Landcare Badge

Youth members may earn the Landcare badge (worn on the right sleeve) through participation in a Landcare group, or in Landcare Australia supported national events. Ten hours (in total) of relevant activities need to be completed over a twelve month period.

7. Language Emblem

Uniformed members who have qualified in the tests specified in the appropriate Section handbook or Leader's handbook, in any language other than English, including the Deaf Sign Language, may wear an emblem on the right sleeve.

Uniformed members who have qualified in the tests specified in the appropriate Section handbook or Leader's handbook, in AUSLAN, may wear an emblem on the left pocket flap.

The I CAN SIGN badge should be placed on the left hand side of the Second, Sixer, Assistant Patrol Leader, Patrol Leader or Crew Leader Badge If the youth member is entitled to wear this as well. Adult Members who wear a Leader Name Bar should place the I CAN SIGN badge to the left hand side this bar.

8. Queen's Guide Badge

Venturer Scouts who are eligible may wear the Queen's Guide badge in the same position as the Queen's Scout badge, or if entitled to both, immediately below the Queen's Scout badge.

Rover Scouts who are eligible may wear a miniature replica of the Queen's Guide badge in the same position as the Queen's Scout badge, or if entitled to both, immediately below the replica of the Queen's Scout badge.

9. Queen's Scout Badge

- a. Venturer Scouts who are eligible wear the Queen's Scout badge on the left sleeve.
- b. Rover Scouts or leaders who have gained the Queen's Scout badge may wear a miniature replica of it on the left sleeve.

10. Scout Wings

1. Uniformed members who are qualified may wear Scout Wings on the left chest above the pocket.
2. The qualifications must be current, including a current medical certificate.
3. The qualifications are:
 - a. Private pilot or higher Licence.
 - b. Student Pilot Licence and passed the General Flying Progress Test.
 - c. "C" Certificate of proficiency or higher as a Glider Pilot.
 - d. Certificate of proficiency or higher as an Ultralight Pilot. Qualified to wear pilot's wings in HM Forces.

4. Scout Wings may be awarded by Scout Flying Schools to eligible uniformed members.

11. World Scout Environment Badge

The World Scout Environment badge may be worn by Cub Scouts, Scouts, Venturer Scouts and Rover Scouts on the right sleeve.

R14.4.10 Badges Worn When Not in Uniform

1. Baden-Powell Scout Award Metal Badge

Persons qualified may wear a metal miniature replica of the Baden-Powell Scout Award when not in uniform.

2. Metal Membership Badge

Members of the Movement, as defined in Policy P3.3 may wear the metal Membership Badge of The Scout Association of Australia when not in uniform.

3. Queen's Scout Metal Badge

Persons qualified may wear a metal miniature replica of the Queen's Scout Badge when not in uniform.

4. Appreciation Award

Supporters of the Movement may wear a miniature Appreciation Award badge. The badge in itself does not signify membership of Scouts Australia.

5. Adult Recognition Awards

Recipients of Adult Recognition Awards are issued with a miniature lapel badge for wear when not in uniform.

R15 GENERAL RULES

R15.1 TRAVEL

1. Members proposing to travel as Scouts within another Branch must seek prior approval from their own Branch in accordance with Branch rules.
2. Members proposing to travel overseas as representatives of Scouts Australia must seek prior approval from their own Branch in accordance with Branch rules.
3. Branches shall advise the Australian International Commissioner of all approved overseas travel by Australian Scouts.

R15.1.1 Emergency Contact Details

1. Each member of a National Contingent, Branch Service Project, or Branch Friendship Tour must register, or be registered, with the Department of Foreign Affairs and Trade (DFAT) Smartraveller website at least one (1) week prior to departure from Australia.
2. For medium to large Contingents, Contingent Leaders may register all members. For smaller Contingents, the Contingent Leader may register all members, or they may register themselves.
3. Individuals travelling by themselves, or with a small number of others, to a Scouting event, but not as part of a Contingent, must also register with Smartraveller.
4. Contingent Leaders must also provide the International Office of Scouts Australia, with a copy to National Office, a list of Contingent participants and their "in country" emergency contact details (including telephone numbers) as well as the name and contact details (including telephone number) of their Next of Kin, at least one (1) week prior to the departure date. Branch Contingents must provide copies of this information to their local Branch. Members travelling individually or with a small number of others, but not as part of a Contingent, must also provide this information.

R15.2 FLAGS

1. Scouts may use any of the following flags:

- a. The Australian National Flag, as prescribed by the Commonwealth Government
- b. The Aboriginal Flag and Torres Strait Islander Flag
- c. Australian Scout flags as defined in Rule 15.2.(2)

- d. Patrol flags
 - e. The World Scout Flag
 - f. The flags of overseas nations and states, recognised by the Australian Government, but only on special occasions such as international Scouting events or official visits by heads of state or Scouts from overseas.
 - g. The official flags of Australian States or Territories.
- 2. Scout flags may be used as follows:**
- a. Scouts Australia emblem flags, featuring the Scouts Australia emblem in the three colours Green PMS 342C, Yellow PMS 123C, and Black on a white background as outlined in the Scouts Australia Corporate Identity Manual.
 - b. In the case of a Section or Group, the flag may bear the Scouts Australia emblem, plus the name of the Group. Where a Venturer Scout Unit or Rover Crew is not in a Group, the flag may bear the name of the Unit or Crew.
 - c. Colours for the flags are:

SECTION	FLAG BACKGROUND
i Joey Scout Mob	Tan (PMS 471)
ii Cub Scout Pack	Yellow (PMS 123)
iii Scout Troop	Green (PMS 354)
iv Venturer Scout Unit	Maroon (PMS 201)
v Rover Crew	Red (PMS 485)
vi Sea Scout Troop	Navy Blue (PMS 281)
vii Venturer Scout Sea Scouts	Navy Blue (PMS 281)
viii Rover Sea Scouts	Navy Blue (PMS 281)
ix Air Scout Troop	Airforce Blue (PMS 291)
x Venturer Scout Air Scout Unit	Airforce Blue (PMS 291)
xi Rover Scout Air Scout Crew	Airforce Blue (PMS 291)

Emblem and Lettering

EMBLEM	LETTERING
Scouts Australia or other names	Yellow (PMS 123C) with black stitching
Logo arrowhead	Yellow (PMS 123C) Green (PMS 342C)

- v. All Formation, Branch and National Scout flags shall be as described in Rule R15.2.(2), with the name of the Formation, Branch or Australia shown on the flag.
- vi. Lettering or emblems may not be added to Australian Scout flags, or to the World Scout flag, other than as prescribed in Rules R15.2.(2), and R15.2.(3).
- vii. Dedicated flags must be treated with the greatest reverence, and may not be flown on a flagstaff in camp or move uncased without an escort.
- viii. When large flags are carried, the flagstaff shall be either sloped over the right shoulder, the flag gathered in, or when marching past, held vertical in the carrier with the flag flying free.
- ix. The flags described in Rule R15.2.(1) clauses a, b, d and f will be lowered to the Queen, members of the Royal Family entitled to the prefix "Royal Highness", Governors-General, State Governors and overseas heads of state.
- x. Such flags will not be lowered during the playing of the National Anthem unless one of the persons described in Rule 15.2.(7) is present.
- xi. World and Australian Scout flags only will be lowered to a Chief Scout who does not hold one of the appointments specified in Rule 15.2.(7).

R15.3 PUBLIC PERFORMANCES

Members in Scout uniform may participate in their own stage shows but before participating in public performances or on television, prior permission is required in accordance with Branch rules.

R15.4 SCOUTING PROTOCOLS

R15.4.1 Salutes

- 1. When in uniform at the raising and lowering of the National Flag, at the playing of the Royal Anthem or the National Anthem, to uncased colours, at funerals and on other ceremonial occasions.

2. When Scouts participate in events or activities whilst not in uniform, the salute is given by standing at alert e.g. when the National Anthem is played.
3. The Salute is shown in Appendix 3
 - a. If the hands are occupied the head is turned left or right as appropriate.
 - b. The salute is given whether the head is bare or covered.
 - c. In church the salute is given by standing at alert.
 - d. On public parades, other than in church, the leader calls the Scouts to alert and the leader and all Scouts salute.
4. The Scout Sign is shown in Appendix 3
 - a. The Scout Sign is given during the making or reaffirming of the Scout Promise, including in church and on public parades.
 - b. The Scout Sign is used whether the head is bare or covered.

R15.4.2 Handshake

The left handshake is used by members of the Scout Movement, where it is culturally acceptable.

R15.5 MOURNING

Uniformed members of Scouts Australia when mourning may wear a 5cm black crepe band around the bottom of the left sleeve.

APPENDICES

A1 The Australian Scout Environment Charter

A2 Organisation Chart

A3 Salute Illustrations

A4 Uniform Illustrations

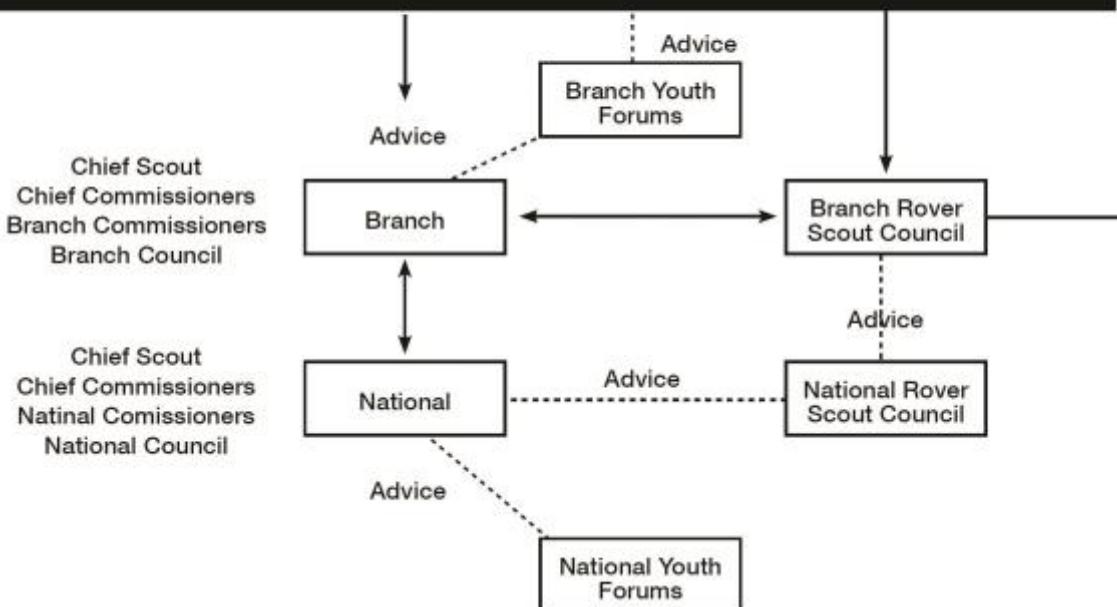
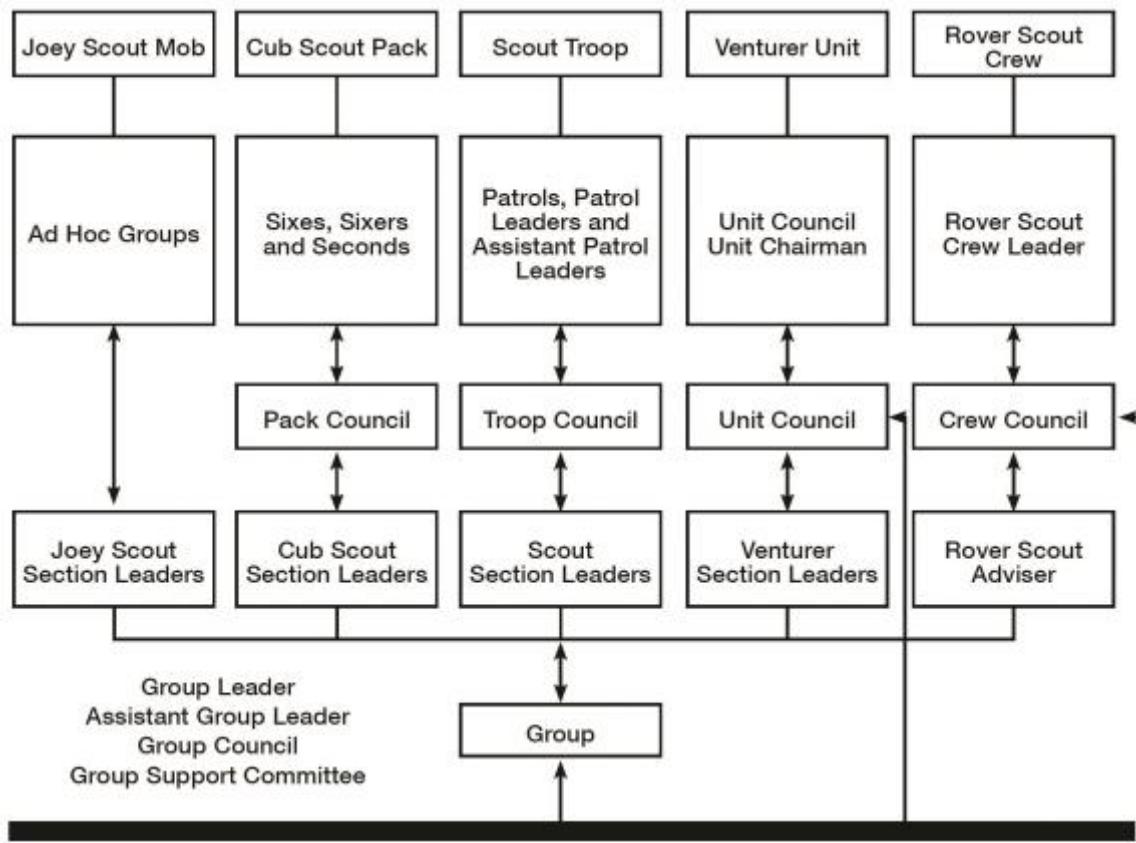
APPENDIX 1: THE AUSTRALIAN SCOUT ENVIRONMENT CHARTER

A Scout cares for the environment by:

- Caring for plants and animals, protecting and conserving threatened species
- Protecting the environment by disposing of litter thoughtfully to preserve the naturalness and beauty of the landscape
- Conserving our non-renewable resources for the benefit of future generations
- Striving to reduce, reuse, recycle and recover all of our resources
- Assisting in the reduction of impacts that change the Earth's natural processes
- Taking part in activities and projects that encourage education through nature and the environment, learning about nature and the environment, and action for nature and the environment
- Enjoying nature in all its beauty and encouraging others to do the same
- Thinking globally and acting locally.

NB: A wall chart of the Australian Scout Environment Charter is available from your Scout Commercial Outlet.

APPENDIX 2: ORGANISATION CHART



APPENDIX 3: SALUTE ILLUSTRATIONS



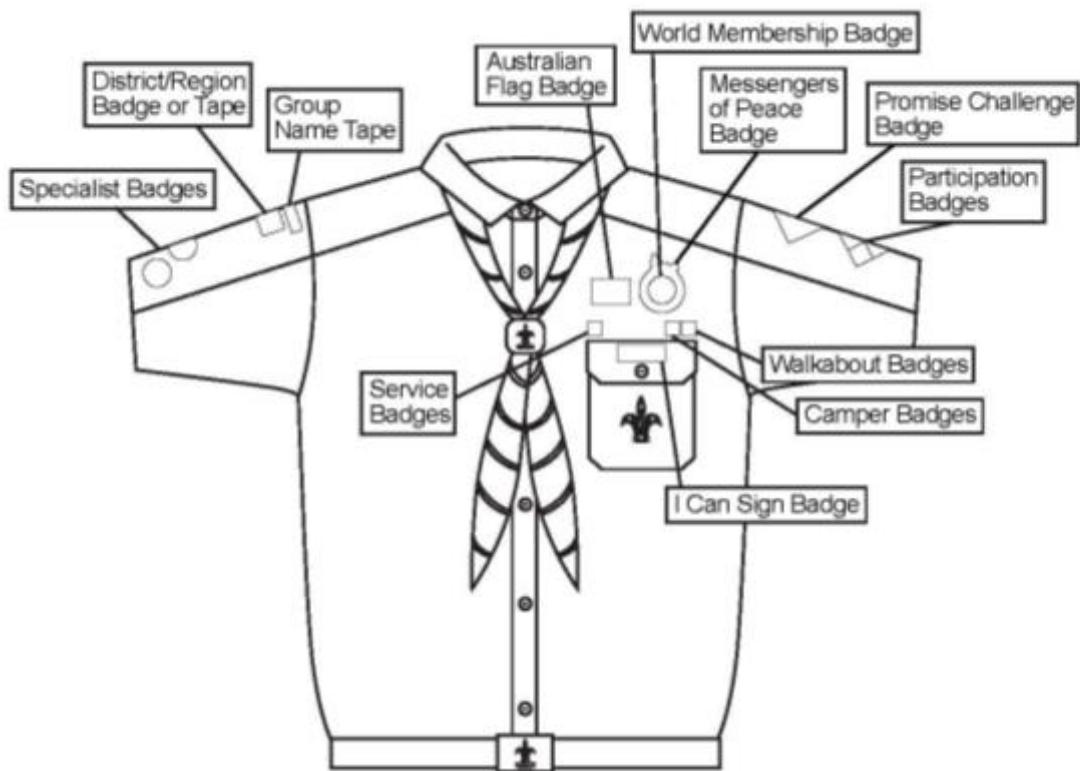
Salute



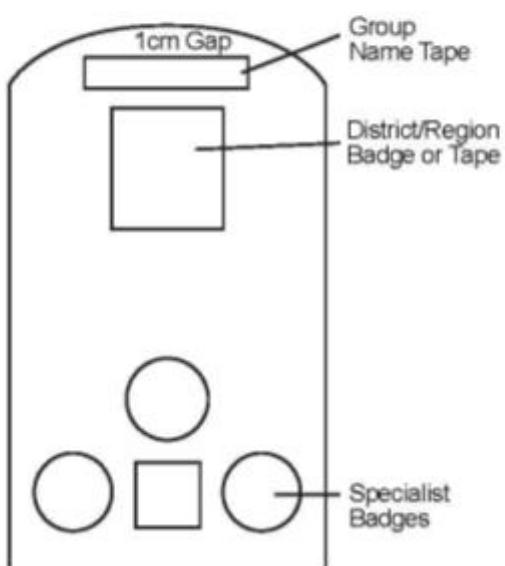
Scout Sign

APPENDIX 4: UNIFORM ILLUSTRATIONS

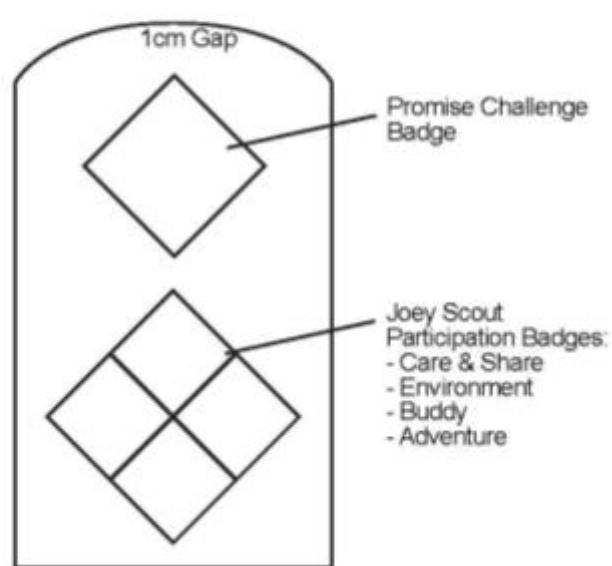
Joey Scout



JOEY SCOUT RIGHT SLEEVE

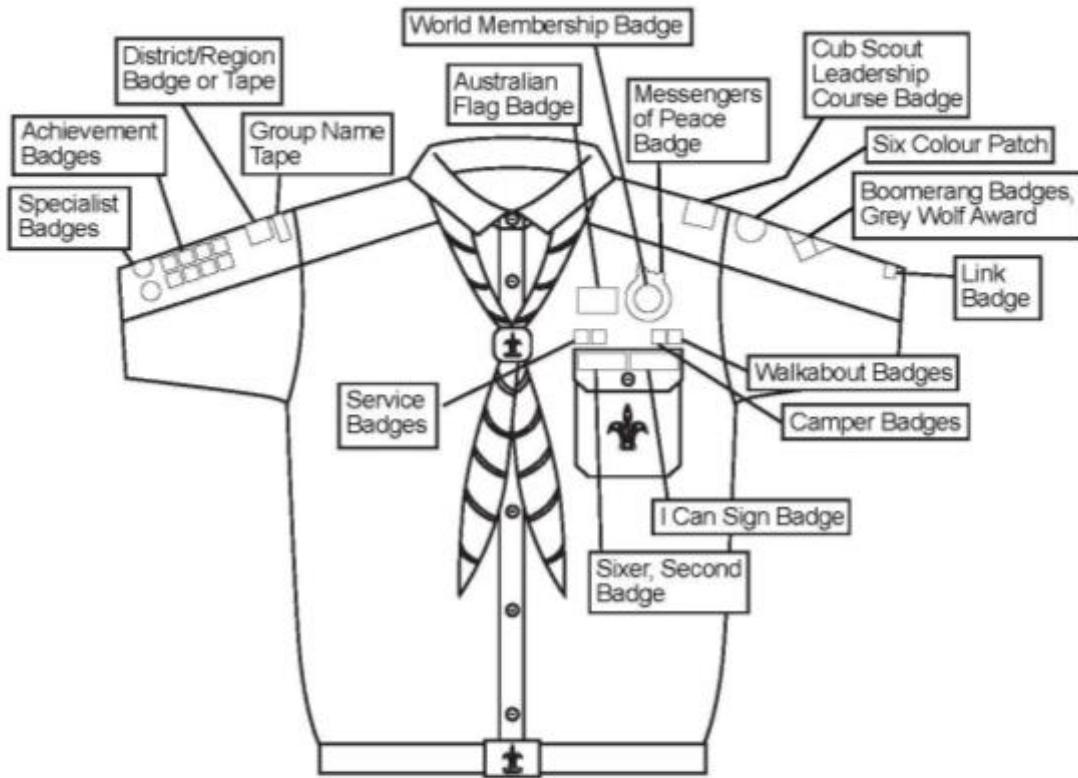


JOEY SCOUT LEFT SLEEVE

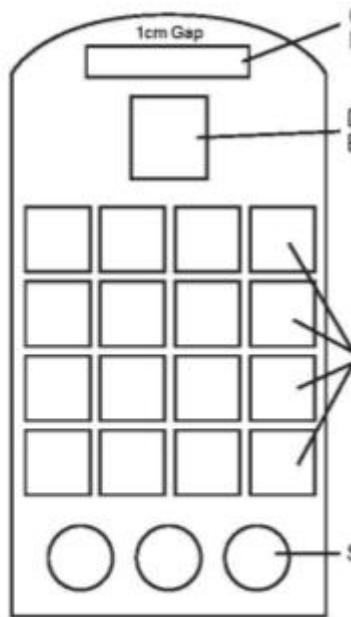


Note: Where many badges have been earned, they may not all fit on the colour panel the sleeve.

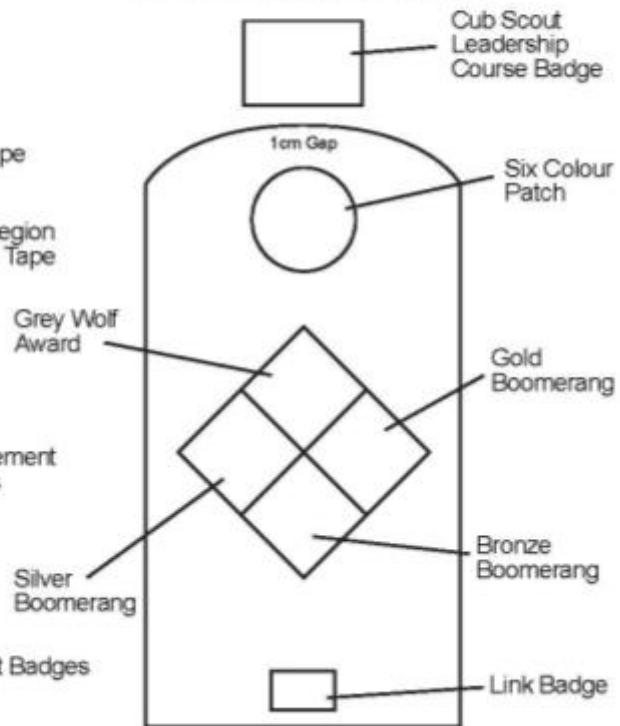
Cub Scout



CUB SCOUT RIGHT SLEEVE

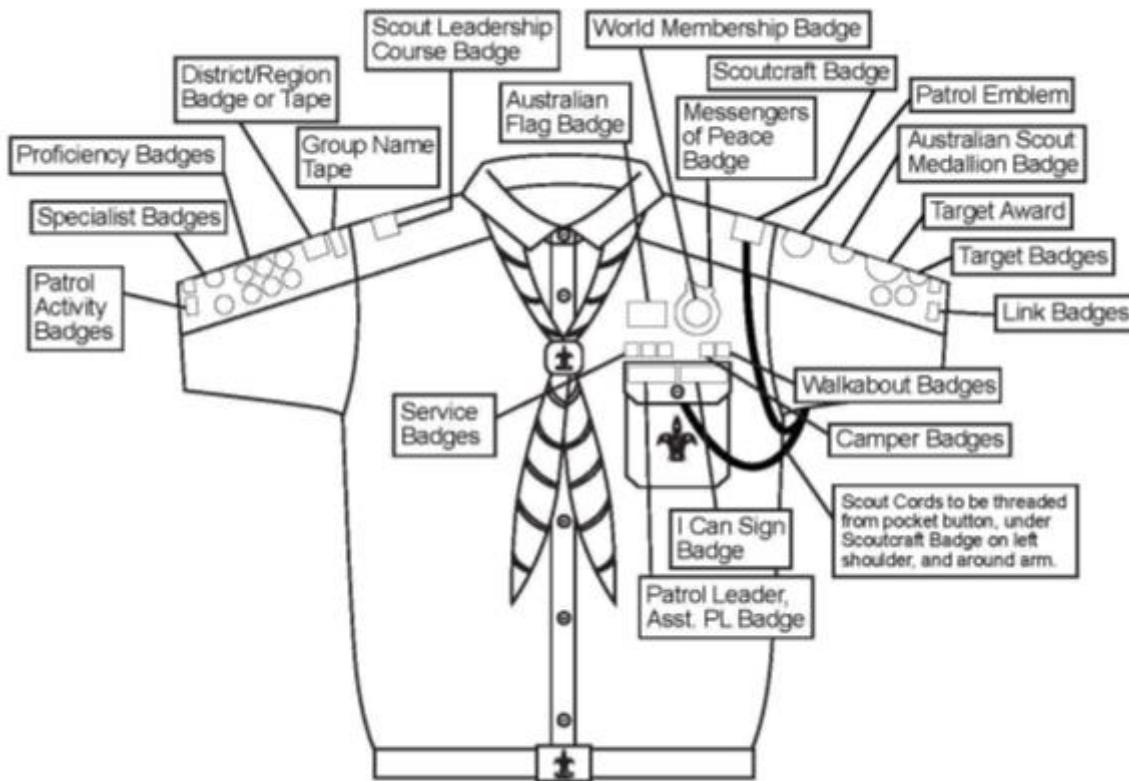


CUB SCOUT LEFT SLEEVE

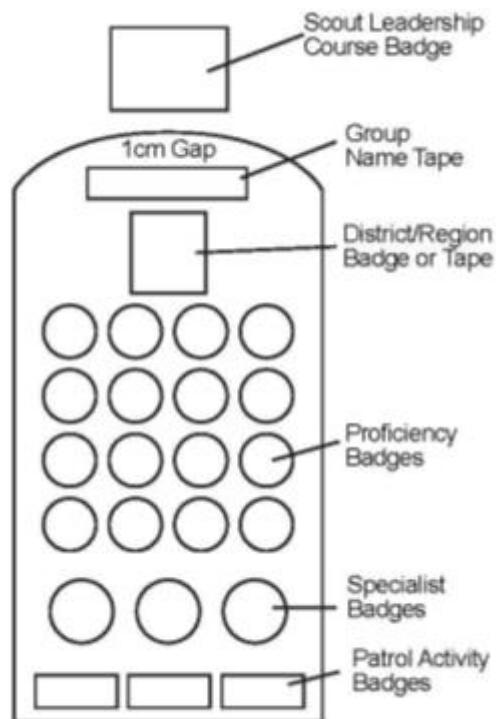


Note: Where many badges have been earned, they may not all fit on the coloured panel of the sleeve

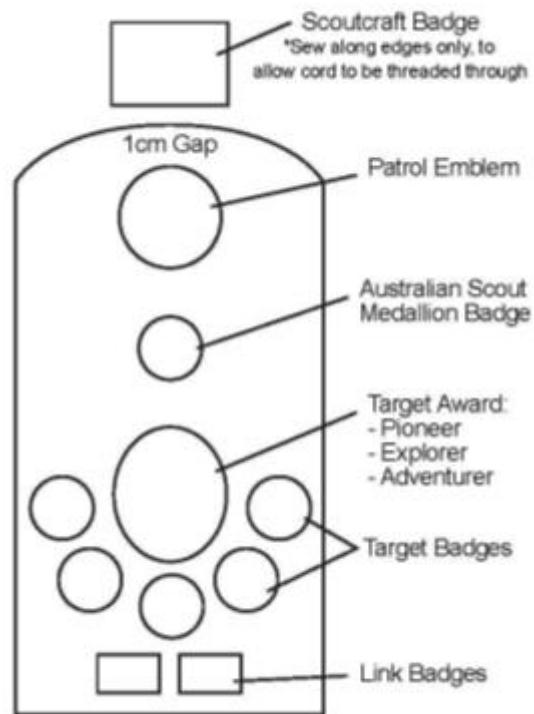
Scout



SCOUT RIGHT SLEEVE

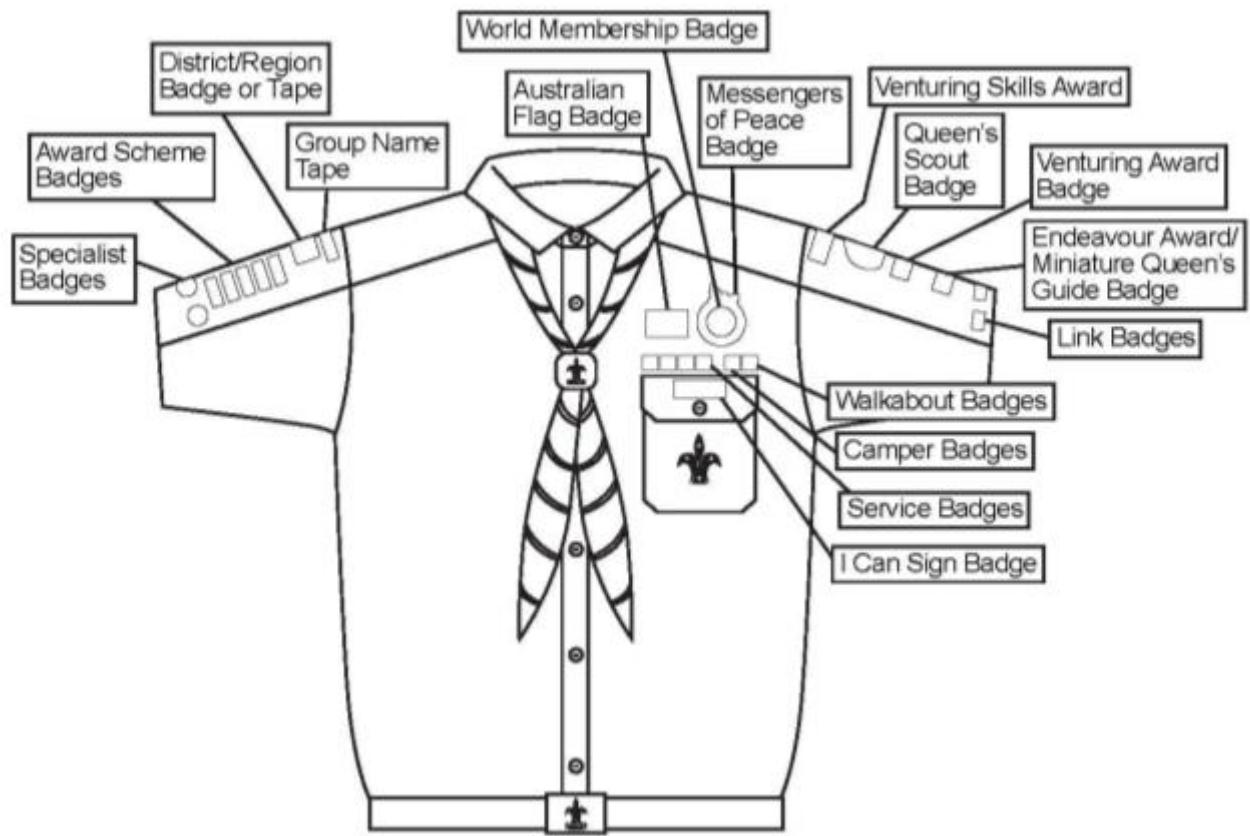


SCOUT LEFT SLEEVE

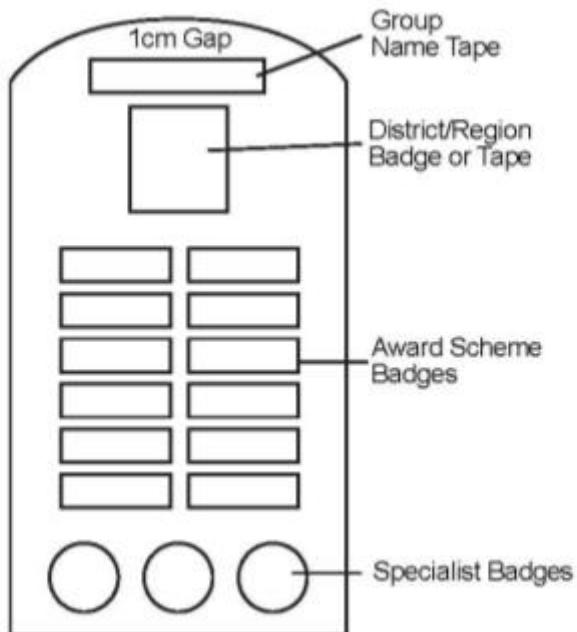


Note: Where many badges have been earned, they may not all fit on the coloured panel of the sleeve

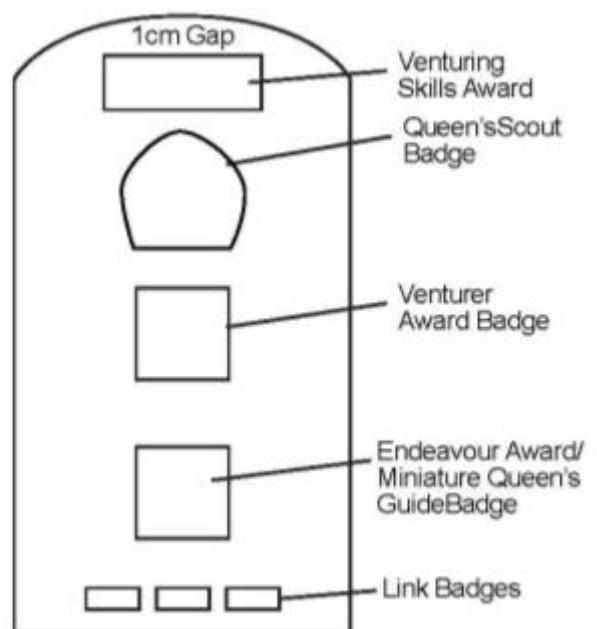
Venturer Scout



VENTURER SCOUT RIGHT SLEEVE

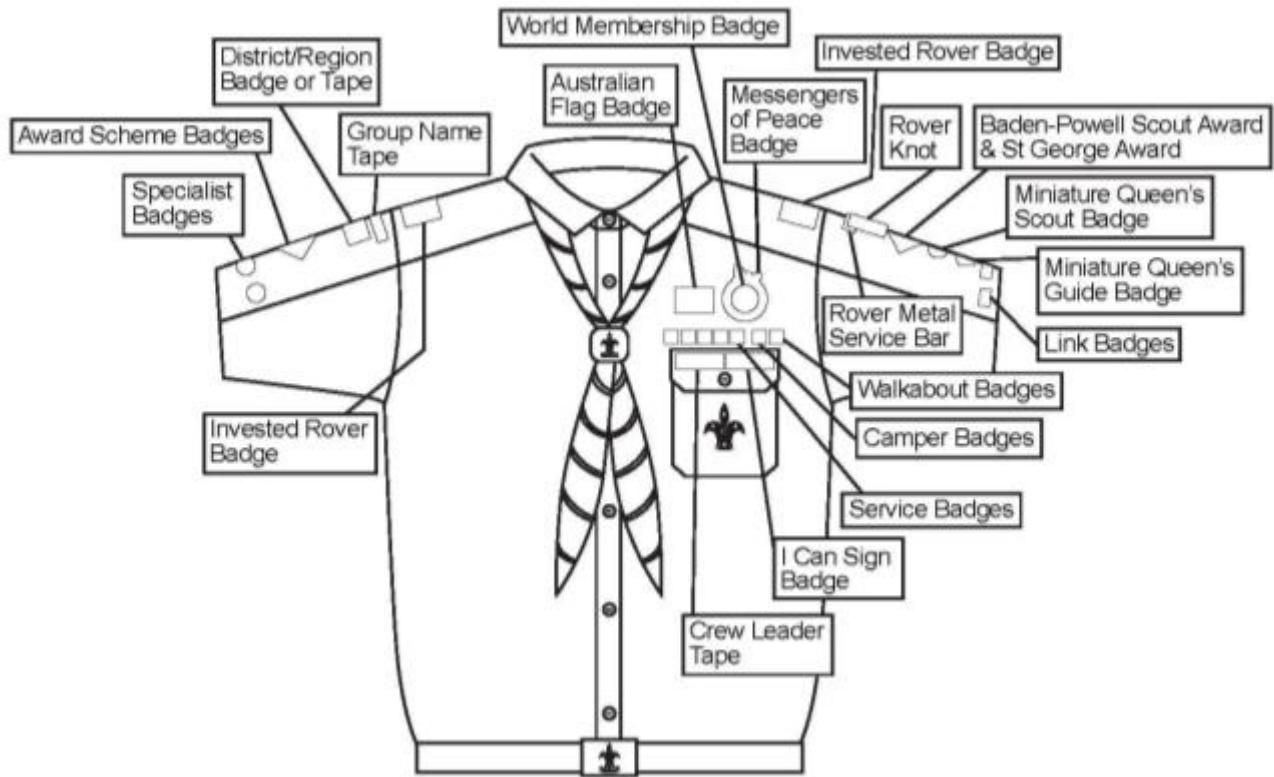


VENTURER SCOUT LEFT SLEEVE

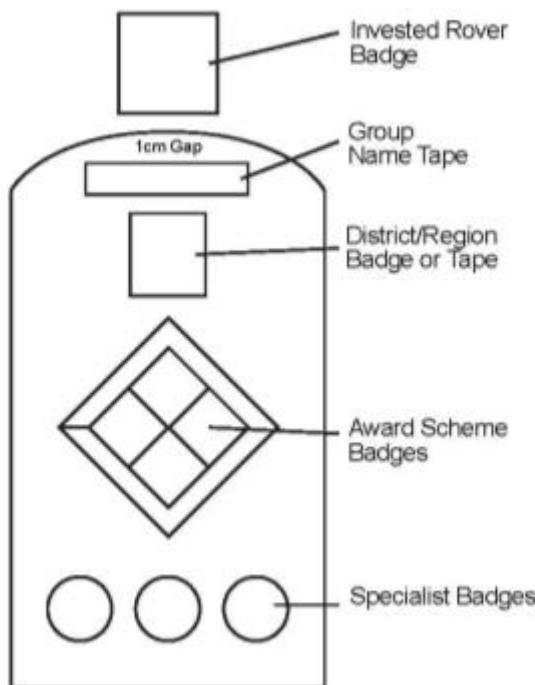


Note: Where many badges have been earned, they may not all fit on the coloured panel of the sleeve

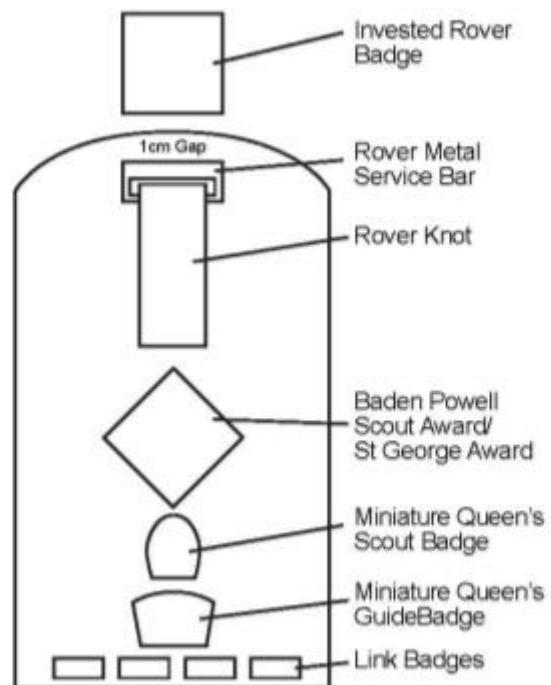
Rover Scout



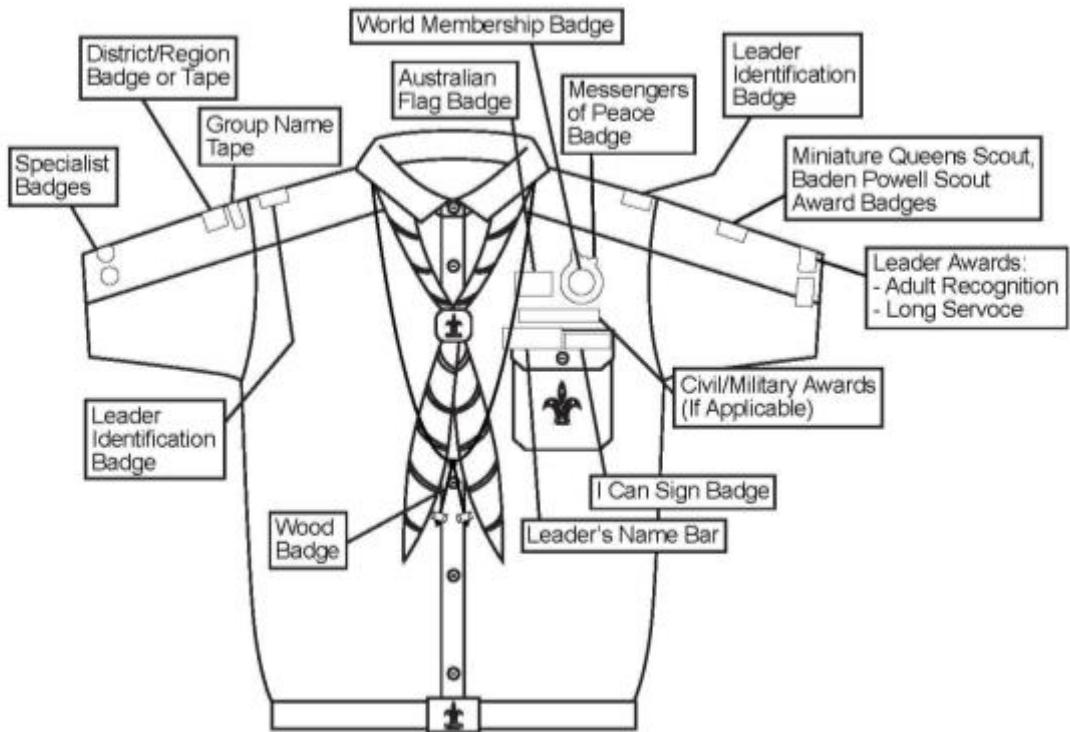
ROVER SCOUT RIGHT SLEEVE



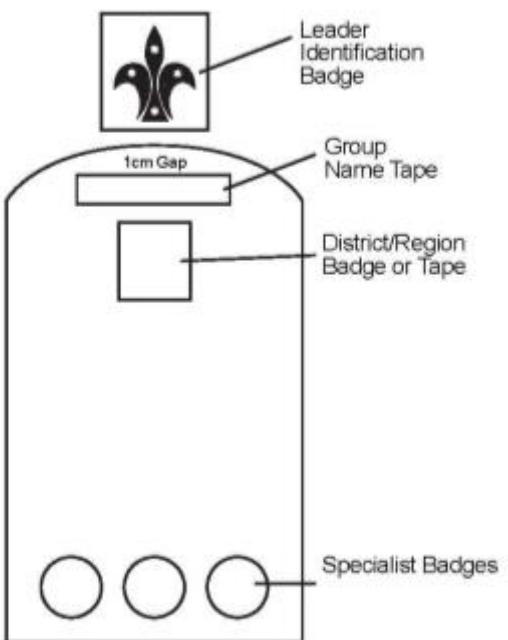
ROVER SCOUT LEFT SLEEVE



Adult Leader



ADULT LEADER RIGHT SLEEVE



ADULT LEADER LEFT SLEEVE

