



Notice to all non-members supporting Girlguiding or joint activities and events.

Prior to agreeing to support a Girlguiding activity or event, or at the invitation of Girlguiding, a joint event with The Scout Association, all persons must agree to abide by our Safety and Safeguarding Policy (attached).

These policies are reproduced overleaf. In particular it must be understood that any contravention of these policies could lead to Girlguiding initiating its own reporting and referral procedures.

Declaration

We agree to abide by the Girlguiding Safety and Safeguarding Policy and agree that all employees or contractors acting for or as agent for us will abide by it.

We also confirm that all adults supporting the event as employee, contractor or agent on our behalf have been deemed suitable to work in the proximity of children and young people.

Signed _____ Date _____
(for the organisation/group)

Name (please print) _____

Address _____

Name of organisation/group _____

Position held _____

For some activities Disclosure and Barring Service checks are required. Please complete the attached form if this is requested.



Safety and Safeguarding Policy

Policy statement

It is the policy of Girlguiding to make every effort to safeguard its members from physical, sexual and emotional harm while participating in guiding activities. The Association takes all reasonable steps to ensure that, through relevant procedures and training, children, young people and adults taking part in guiding activities do so in a safe environment.

All Leaders, instructors and other adults, whether female or male, have an obligation to avoid creating distressing situations. The trust required between Leader or instructor and participant is fundamental to the learning process and therefore should not be jeopardised. For this reason those working with girls and young women must follow these guidelines.

Other adults present

Leaders, instructors and other supporters should avoid situations where they are alone with a girl or young woman. Ideally, the third person present should be a female adult who knows the girl or young woman. This precaution protects all parties by removing the feeling of threat from an insecure participant, and by providing a witness if an accusation of improper behaviour is made.

Physical contact

Physical contact between an individual and the Leader or instructor or other supporter should be avoided. There are instances when it is necessary, eg to demonstrate a skill, but such contact should remain impersonal so there is no risk of it being misinterpreted.

Appropriate language

Care should be taken about what is said, and the way it is said. Leaders, instructors and other supporters should avoid saying anything which could be interpreted as being aggressive, suggestive, or containing an innuendo.

Infatuation

Leaders, instructors and other supporters should discourage girls and young women from becoming infatuated with them. Situations where a participant develops a 'crush' on an adult need to be handled sensitively. While it is important not to encourage a participant with a crush, the adult should be aware of the damage caused by rejection. If an adult thinks a girl or young woman is developing a crush, she/he should mention it to the participant's Unit Leader or Commissioner, or other responsible adult Leader, so she/he does not have to deal with the situation alone.



Favouritism

Leaders, instructors and other supporters should avoid showing favouritism. There are times when an adult finds it easier to relate to one girl or young woman. However, singling her out can create a feeling of resentment from others in the group, or she can become the object of their teasing. Similarly, unrealistic expectations can be created, and the motive misunderstood.

Creating impressions

It is important that Leaders, instructors and other supporters do not create a false impression. Words and actions can be misunderstood, and care should be taken to avoid awkward situations. Should such a situation arise, it is essential to handle it with care and consideration to minimise embarrassment to Leaders, instructors and participants.

Support for Leaders

Girlguiding endeavours to cooperate fully with any external organisations which have a concern for young people's safety. Training and support is provided for Leaders and Commissioners who may have to deal with concerns about the safety of girls and young women.