



**BPSA**  
***Traditional Scouting***  
***in Canada***

***BASIC POLICIES***

BPSA believes that adults interacting with young people in Scouting should do so with integrity and respect. The protection of youth in our care is our foremost priority. The following fundamental policies are designed to ensure that they are treated with regard to their dignity, safety and well being.

All adult members as well as parent helpers are required to follow these policies with no exceptions. Conduct that contravenes these policies will not be tolerated.

Generally, the Basic Policies are:  
New Adult Member requirements  
Child Protection Policy  
Code of Conduct



This document will give you only the highlights of these policies. The full text of each of these policies is contained in your Association's bylaws, called Policies, Organization and Rules (PO&R). You are required to read that document in full and to be governed by its provisions.

## ***New Adult Membership Applications***

The complete application process is as follows:

- a) A prospective new adult leader will be handed a form for a Police Records Check;
- b) The Police Records Check is to be completed by the local Police Department.
- c) When acceptable Police Records Check is received, the new prospective adult leader will complete 'Application for Adult Membership' form, including the prescribed four personal references.
- d) If the references are satisfactory a confidential personal interview will be conducted by the Group Scoutmaster and/or the District Commissioner;
- e) The complete set of application forms is forwarded to provincial HQ for final approval.
- f) Upon successful completion of the above procedures, a new prospective adult leader will undergo a four-month probationary period. During this period the new leader shall work with children only under the direct supervision of an invested adult.

The Association reserves the right to deem any person unsuitable and decline that person's application for membership. All inquiries during the approval process are handled with total confidentiality.



This enrolment procedure is designed to provide a safe and healthy environment for children to participate in. It is to be followed to the letter, without exceptions.

All adult actions must be guided by what is best for the young person and in the context of quality, open working relationships. Verbal, physical, emotional or sexual abuse of any kind is totally unacceptable.



Any person who knows or suspects that a child is being harmed or is at risk of harm has a legal duty to convey such concerns to the local Child Welfare Authorities & Police immediately. The Group Scoutmaster and District Commissioner should be notified and made aware of the situation.

The major responsibility of adults in the BPSA is the safety and progress of our youth members.

There are certain signs which Leaders should be aware of, which might indicate that a young person has suffered from abuse or trauma. You will familiarize yourself with and learn to recognize the typical signs of different types of child abuse and/or neglect as outlined in the PO&R.

Confidentiality must be maintained in respect of all issues and people involved in concerns about abuse.

## Code of Conduct

It is the policy of the BPSA to safeguard the welfare of all members by protecting them from physical, sexual, and emotional harm. A Code of good practice for all Adults in Scouting.

If you suspect a child is being abused:

1. immediately tell your Group Scoutmaster or District Commissioner
2. record the facts as you know them and give a copy to your GSM or DC
3. ensure that the child has access to an independent adult
4. ensure that no Scouting situation arises which could cause any further concern

If a child discloses to you abuse by someone else:

1. allow the child to speak without interruption, accepting what is said
2. alleviate feelings of guilt and isolation, while passing no judgment
3. advise that you will try to offer support, but that you must pass the information on
4. follow the same steps as 1-4 as in suspecting a child is being abused

If you receive an allegation about any adult or about yourself:

1. immediately tell your Group Scoutmaster or District Commissioner
2. record the facts as you know them and give a copy to your GSM or DC
3. try to ensure that no-one is placed in a position which could cause further compromise

You must refer - you must not interrogate



Adults have a crucial leadership role to play in the Scout Movement. Whether as parents / guardians, helpers, instructors, administrators or Leaders they hold positions which can contribute to creating a positive environment for young people. The unique nature of Scouting provides Leaders with the opportunity to develop positive and special relationships with young people. Such relationships have tremendous potential in helping young people to develop and express themselves in an open and secure way.

Because of the personal input of volunteers the view might be held that they are either beyond reproach or that the imposition of any additional conditions or training would be unacceptable. However, given the important and responsible roles which adults play at many different levels in Scouting, it is essential that their competence and ability to deal with young people in a fair, empathic and ethical way is ensured.

Adults become involved in Scouting in a number of different capacities. The guiding principle of such involvement must be: Does the activity respect the dignity of the young person and promote his / her personal development?



Parents/Guardians have a primary responsibility for their child's involvement in Scouting. This involvement should be seen as a positive, happy exercise for the young person. Parents should know and ensure that those adults who act in leadership roles within the Association are qualified and competent to teach, supervise and look after young people in their care. Parents should be aware of the nature of the meetings and activities in which their children participate.

Leaders should:

- Maintain the highest standard of personal conduct at all times.
- Respect the rights, dignity and worth of every human being. They should treat everyone equally regardless of sex, age, ability, ethnic origin, religion or political persuasion. The Leader should ensure that all are given sufficient opportunity to participate in the activity.
- Realize that certain situations or friendly actions could be misinterpreted by the participant or by outsiders and could lead to allegations of misconduct.
- Encourage the participants to adhere to the Scout Law at all times.
- In competitions treat opponents and officials with due respect both in victory and defeat and insist that participants act in a similar manner.
- Never exert undue influence over a participant in order to obtain personal benefit or reward.
- Be watchful of all situations, particularly bullying, which may occur:
  - (i) child to child;
  - (ii) group to child; and
  - (iii) adult to child.
- Encourage loyalty to the Group or Section as appropriate.
- Prohibit swearing or other inappropriate language, singing or behaviour.

A Leader will be concerned primarily with the well being, health and future of the young person and only secondarily with winning. The Leader should stress the importance of sincere effort and enjoying the activity rather than winning at all costs.

Questions? Speak to your Group Scoutmaster  
or e-mail: [info@bpsa-bc.ca](mailto:info@bpsa-bc.ca)