



SCOUTS[®]
South Africa

Young Leaders Involvement Policy

Version 2021/v1

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Preamble

Scouting is a global Youth Movement that aims to guide its youth to adopt a way of life guided by the principles laid out in the Scout Promise and Law. In line with the direction set out by the World Organisation of the Scout Movements (WOSM), this Policy aims to provide the statutes and procedures necessary to implement and maintain effective involvement of Young Leaders in SCOUTS South Africa's (SSA) Leadership Teams and representation of the Youth in all levels of decision making.

Purpose

The purpose of this Policy is to ensure that there is continuous commitment to:

- Hearing and respecting the voice of the Youth in all decision-making processes.
- Preventing unnecessary age restrictions for appointed positions within SSA.
- Growing the number of Young Leaders within the Organisation.
- Developing supporting mechanisms for youth engagement and youth empowerment.
- Proactively addressing any shortcomings in meeting any of the above.

For the purposes of this Policy and others; **Young Leaders** are defined as Members of SCOUTS South Africa who are between the ages of sixteen (16) and twenty-five (25) inclusive, but the benefits of this Policy will not be strictly subject to these criteria.

Scope of the Policy

The Young Leaders Involvement Policy applies to all youth and adult Members involved in the various branches and units of SSA.

This Policy should be read in conjunction with SCOUTS South Africa's Organisational Rules (OR). It should also be read along with the following procedural documents provided:

- Procedures of the National Youth Forum
- Procedures of the Regional Youth Forums (still in development)

These procedures provide for the efficient operation of Youth Forums, and are an extension of this Policy. The provisions are binding on all participants at a Youth Forum and are to be enforced by the National Young Leaders Representative.

Practice Notes may be issued from time to time, to give effect to the Policy's aim and purpose. These are operational in nature and may change as required. Any changes will be communicated through the structures of SSA, and the most up to date version will always be available on the national website.

Definitions

DYLR	District Young Leaders Representative
Leadership Team	A generic term for a decision-making group within SSA.
NYLR	National Young Leaders Representative
Organisation	Refers to SSA.
RYLR	Regional Young Leaders Representative
Young Leaders Representative	Referring to either the RYLR or the NYLR, as appropriate, in the singular sense or the collection of in the plural sense. Excludes the DYLR.

The above definitions are made to clarify interpretation and assist with understanding of the provisions. All other terms used are defined as per OR.

Policy Approval

This new Policy was approved for publication at the SCOUTS South Africa Management Committee meeting on 1 June 2021 by the committee comprising of:

Dr B Hausberger (Chief Scout), Mr C Belling, Mr G Evans, Ms J Huthinson, Ms N Majola, Mr K Mdaka, Mr G Pienaar, Mr C Rens, Ms M Siebrits, Mr D Stanton, Mr L Stanton, Mr P Statham, Mr J Sturgeon and Mr Kevin Trollip

Policies Repealed

The following policies are repealed with immediate effect:

1. Youth Involvement Policy (rev. 01/15/2014)

1. Introduction

1.1 Young Leaders Involvement

1.1.1. SCOUTS South Africa (SSA) promotes the inclusion of Young Leaders as members in all of its Leadership Teams to effect Young Leaders Involvement, which is defined as a practise of youth empowerment to meet the outcomes of:

- a. Representation of the will and opinion of the Youth in SSA's Leadership Teams.
- b. Training Young Leaders to continue the purpose and function of SSA.
- c. Leadership by Young Leaders of the Movement.

1.1.2. "Leadership Teams" include, but are not limited to:

- a. Unit Scouter Teams
- b. Group Committees
- c. District, Regional and National Event Planning Teams
- d. District Teams
- e. Rover Advisory Councils
- f. Crew Councils
- g. Regional Teams
- h. National Teams
- i. The Scout Management Committee

2. Principles

2.1 Responsibilities of Young Leaders

2.1.1. All Young Leaders seeking or in a leadership role —:

- a. should be prepared to accept responsibility in whatever role they accept.
- b. are expected to do their best to represent the will and opinion of those they represent as accurately and diligently as possible.
- c. must respond timeously to engagements with others to maintain a sound working relationship.
- d. should seek and be willing to receive relevant mentoring and training in leadership.
- e. must develop their skills and motivate for their own progression.
- f. must monitor official communication from SSA and be aware of current affairs.

2.2 Effective Involvement

Effective involvement means that Young Leaders are involved in a constructive and meaningful manner, with functional roles that serve the Youth.

- 2.2.1 No person deserves a leadership position in SSA by virtue of their age alone.
- 2.2.2 Any age restrictions on SSA positions must be detailed in the Organisational Rules.
- 2.2.3 Token appointments are prohibited. This includes:
 - a. Positions made solely to meet targets or other such requirements.
 - b. Positions without true purpose or accountability.
 - c. Positions with an unfairly suppressed vote.
 - d. Positions unnecessarily restricted from communicating with others.
 - e. Positions limited from contributing or from raising matters to attention.
- 2.2.3.1 Any member who believes to have experienced or observed a token appointment is to seek correction of the position by use of procedures detailed in the Member's Code of Conduct and Disciplinary Policy or by informing the next-in-line Scouter of the alleged appointment, whichever is most appropriate.
- 2.2.3.2 Any group complicit with a token appointment may collectively face appropriate disciplinary action.
- 2.2.4 Should there be a reason to specifically appoint a Young Leader to a position, but no suitable candidate can be found, the position is to remain vacant until a suitable candidate is found or is to be re-advertised following promotion or other recruitment efforts.
- 2.2.5 To add, remove or suspend a requirement to specifically appoint a Young Leader to a position will require joint approval from the NYLR and the Chair: Adult Resources.
- 2.2.6 Young Leaders Involvement will not be advanced by the use of quotas.

2.3 Rights, Protections & Mediation

- 2.3.1. All members in good standing have the right to look for or to be aided in finding a role in which they may be of service to the Movement.
 - 2.3.1.1. All Young Leaders may approach the Young Leaders Representative to help them find a role in the Organisation.
- 2.3.2. The Youth are entitled to be represented in all Leadership Teams.
 - 2.3.2.1. Youth Representation is satisfied by at least one of the following:
 - a. The Leadership Team has at least one member who is a Young Leader.
 - b. Youth leadership structures, such as the Court of Honour (CoH) or Crew Council, are jointly involved in all decisions.

- c. The Young Leaders Representative is directly involved with the Leadership Team.
- 2.3.2.2. In the event that a Leadership Team does not meet the requirements for Youth Representation, the Young Leaders Representative Team may consider the decisions of the team and may recommend that the Regional Team or the Manco, as is most appropriate, review the Leadership Team's decisions to ensure that the Youths' interests are adequately considered.
- 2.3.3. The Young Leaders Representative may be asked to attend and advise any decision-making meeting where Young Leaders Involvement is not achieved to the satisfaction of the responsible Commissioner.
- 2.3.4. All Young Leaders may be mentored.
 - 2.3.4.1. The Young Leader has the right to choose their mentor freely.
- 2.3.5. The leader of a Leadership Team must do their best to protect the rights of Young Leaders both within the team and in the team's engagements with others.
 - 2.3.5.1. The Young Leader may ask the Young Leaders Representative to help protect their rights as Young Leaders if they believe those rights are not respected.
- 2.3.6. While the provisions of this and other SSA Policies are intended to be used by members where necessary; to avoid unnecessary conflict, it is intended that Young Leaders bring policy-related disputes to the next-in-line Scouter's attention, who will engage and address the issue on the Young Leader's behalf.

Therefore, should any disagreement or conflict within the Scout Group lead to such a circumstance, the SGL or DC, as necessary, must determine if there is indeed any material breach of policy and if so must act to remedy the situation.
- 2.3.7. Youth are free to choose which events they wish to attend, provided that prior signed consent is given by the child's parent or legal guardian in the case of a Youth Member.
 - 2.3.7.1. All Youth in good standing, as individuals, may attend official SSA events and training.

3. Young Leaders Representatives

The following positions service this Policy:

- a. The National Young Leaders Representative.
- b. The Regional Young Leaders Representatives.

The Job Descriptions for the National and Regional Young Leaders Representatives should be read in conjunction with this section as these documents directly relate to this Policy.

3.1. The National Young Leaders Representative

- 3.1.1. The National Young Leaders Representative (NYLR) is a designated representative of the Youth to the Manco as provided for by the SSA Constitution.
- 3.1.2. The position of the NYLR is involved exclusively within the Manco.
 - 3.1.2.1. The NYLR does not —:
 - a. automatically satisfy Youth Representation in all National Teams.
 - b. prevent another Young Leader from being appointed to the Manco.
- 3.1.3. In terms of the NYLR's involvement directly with Young Leaders, the objectives of the role are to —:
 - a. be an approachable figure and facilitator for Young Leaders to interact directly with the Manco.
 - b. fast-track issues brought by Youth to the attention of the Manco.
 - c. be an informed individual to direct Young Leaders' actions in an effective manner and in coordination with other national initiatives.
 - d. be a position of authority to protect the rights of the Youth.
 - e. be a driving force to advance Young Leaders Involvement into new ground.
- 3.1.4. The NYLR, in conjunction with the RC, is responsible for recruiting Regional Young Leaders Representatives.
 - 3.1.4.1. The NYLR heads the Young Leaders Representative Team.
 - 3.1.4.2. The NYLR must convene at least a monthly online meeting of the YLRT to discuss events and coordinate actions to meet the objectives of this Policy.
 - 3.1.4.3. The NYLR may delegate authorities of the NYLR to a RYLR to act on NYLR's behalf within a region.
- 3.1.5. The NYLR will lead any team created by the National Youth Forum. Alternatively, a leader must be appointed per the Adult Support Policy to a defined role.

3.2. The Regional Young Leaders Representative

- 3.2.1. The Regional Young Leaders Representative (RYLR) is a designated representative of the Youth to the Regional Team as provided for by the Organisational Rules.
- 3.2.2. The position of the RYLR is involved exclusively within the Regional Team.
 - 3.2.2.1. The RYLR does not —:
 - a. automatically satisfy Youth Representation in all Regional Teams.
 - b. prevent another Young Leader from being appointed to the Regional Team.

- 3.2.3. In terms of the RYLR's involvement directly with Young Leaders, the objectives of the role are to —:
- a. be an approachable figure and facilitator for Young Leaders to interact directly with the Regional Team.
 - b. fast-track issues raised by Youth to the attention of the Regional team.
 - c. search for, identify, and pre-empt future issues affecting Young Leaders.
 - d. monitor and support the leadership development of Youth.
 - e. be a mediator for conflict between Youth and Adults.
 - f. implement actions necessary to advance Young Leaders Involvement.
- 3.2.4. The RYLR will lead any team created by the Regional Youth Forum. Alternatively, a leader must be appointed per the Adult Support Policy to a defined role.
- 3.2.5. The RYLR may convene informal meetings with Young Leaders to discuss issues affecting Young Leaders within the Region.
- 3.2.6. Should the RYLR be vacant, the NYLR may recommend an Acting RYLR to the RC to service this Policy until a permanent appointment is made. If the NYLR is resident to the Region vacant of a RYLR, the NYLR may recommend themselves.

3.3. The District Young Leaders Representative

- 3.3.1. The District Young Leaders Representative (DYLR) is not currently a defined role.
- 3.3.2. In the absence of this position; the DC should regularly involve the Chairpersons of the Troop's CoH or Crew Councils within the District, in meetings and decision-making processes of the District Scouters Team.

3.4. The Young Leaders Representative Team

The Young Leaders Representative Team (YLRT) is a National Team, defined and detailed in the Organisational Rules.

- 3.4.1. The YLRT's role is to —:
- a. coordinate and to ensure consistency between actions taken to further Young Leaders Involvement across all Regions.
 - b. identify and take appropriate actions to promote the Youth's interests.
- 3.4.2. The YLRT empowers Young Leaders by supporting efforts and driving actions that advance Young Leaders Involvement.
- 3.4.3. The YLRT may have other volunteers appointed, but they shall not have the authorities of the Young Leaders Representatives.
- 3.4.4. The YLRT is a distinct National Team.
- 3.4.4.1. The existence of YLRT does not automatically satisfy Youth Representation for any other team.

- 3.4.5. The YLRT must always ensure a majority membership of Young Leaders, whilst simultaneously safeguarding the continuity of the YLRT.
- 3.4.5.1. Should the YLRT fail to satisfy the above, all powers and responsibilities of the team fall to the NYLR until the above is again satisfied.
- 3.4.6. The YLRT reports to the Manco via the NYLR.
- 3.4.6.1. The YLRT must always act in the best interests of the Youth and not any other interest.
- 3.4.6.2. An appeal on a decision made by the YLRT is to be addressed to the CC, whose decision is final.
- 3.4.7. The CC may suspend the YLRT if the YLRT becomes militant in its actions and if the CC believes that such action is in the best interest of the Organisation. In such an event, the following will occur:
 - a. The role and responsibilities of the YLRT will fall to the CC, who may delegate these to another Manco member or National Team.
 - b. The CC may then proceed with any disciplinary action needed.
 - c. Once all appropriate disciplinary action has concluded, the YLRT must be reinstated per the existing structure defined in the Organisational Rules.
- 3.4.8. The YLRT can only be disbanded by amendments to that effect to both the Organisational Rules and to this Policy.

4. Youth Forums

The official Youth Forums are defined below.

If Young Leaders wish to develop another, unofficial, forum in their area, please contact the Young Leaders Representative for assistance.

4.1. The National Youth Forum

This section should be read in conjunction with the supporting documentation titled *Procedures of the National Youth Forum*.

4.1.1. Definition

- 4.1.1.1. The National Youth Forum is an extension of the National Partnership Conference "Lekgotla". It acts with independence and reports to the Chief Scout.
- 4.1.1.2. The National Youth Forum's role is to identify and discuss issues facing the organisation and to find solutions to these problems.
- 4.1.1.3. The National Youth Forum is the official voice of the Youth of SSA. Its resolutions and actions are to be acknowledged and respected as the expression of their collective will.

4.1.2. Composition

- 4.1.2.1. The National Youth Forum has the following voting members:
 - a. The National Young Leaders Representative.
 - b. The Regional Young Leaders Representatives.
 - c. Members of the NRAC.
 - d. Nominated Regional Representatives.
- 4.1.2.2. The Chief Scout, Deputy Chief Scout, Chief Executive Officer and Chief Commissioner are honorary non-voting members. They may observe proceedings voluntarily.
- 4.1.2.3. The Chairperson, in consultation with the Regional Commissioners, will determine the total number of members of the Forum on a Region by Region basis within a limit of no more than six voting members attending from any one Region.
- 4.1.2.4. The Chairperson may permit any member in good standing, regardless of age, to attend and speak at the Forum as a guest.
- 4.1.2.5. The powers given to the Chairperson in clauses 3 and 4 above aim to manage the Forum's physical and financial limitations, whilst ensuring that the Forum adheres to its Definition. The Chief Commissioner shall be the regulating authority to ensure that the Chairperson adheres to these conditions.

4.1.3. Selection

- 4.1.3.1. All members other than the Nominated Regional Representatives are appointed per the relevant Policy or other procedure governing these positions.
- 4.1.3.2. Nominated Regional Representatives are selected per an impartial procedure detailed in the Procedures of the National Youth Forum, as amended from time to time.

4.1.4. Chairperson

- 4.1.4.1. The National Young Leaders Representative is the Chairperson of the Forum.
- 4.1.4.2. In the unlikely event that the Chief Scout convenes an extraordinary Forum whilst the position of the National Young Leaders Representative is vacant, the collection of the Regional Young Leaders Representatives and the NRAC will elect an eligible person prior to the Forum for the purposes of organising the meeting.
- 4.1.4.3. However, the Forum may hear an opening motion to elect a different Chairperson. The standing Chairperson is obliged to allow a vote to take place and accept the outcome thereof.
- 4.1.4.4. Only voting members are eligible to Chair the Forum.

4.1.5. Quorum

- 4.1.5.1. Quorum is met by attendance of:
 - a. The National Young Leaders Representative.
 - b. Representatives from all South African Provinces.
 - c. 20 or more voting members.
- 4.1.5.2. The Chairperson, with full and transparent reasoning and in consultation with the Chief Scout, may amend or suspend certain requirements of quorum if the Forum is prevented from attending to urgent business due to the quorum.
- 4.1.5.3. The Chairperson may permit certain members or the entire Forum to attend over alternative communication, such as video conferencing. No intermediaries are permitted, except for sign language interpreters and other translators.

4.1.6. Meetings

- 4.1.6.1. The National Youth Forum is to be held at least once every three years and should be held immediately before each normal National Partnership Conference "Lekgotla".
- 4.1.6.2. The National Youth Forum is normally convened by the National Young Leaders Representative in consultation with the Chief Scout. The procedure is as follows:
 - a. Notice of the Forum is to be announced at least three months before the planned starting date.
 - b. A call for submission of topics for discussion shall be distributed detailing the procedure for submissions. Submissions are to remain open until two weeks before the start of the Forum.
 - c. Nominated Regional Representatives are to be confirmed no later than one month before the starting date. Late replacements can be permitted by the Chairperson if such replacements are consistent with any prior selection procedure.
- 4.1.6.3. The National Young Leaders Representative or, under exceptional circumstances, the Chief Scout may convene the National Youth Forum to an extraordinary meeting.
 - a. In such a case, the normal timeframe detailed immediately above may be reduced to a degree appropriate for the urgency of the matter concerned.
 - b. The extraordinary Forum will focus on the single urgent matter, and therefore all processes concerning submission of topics for discussion are suspended.

4.1.7. Conduct of Affairs

- 4.1.7.1. The Chairperson is free to direct the general conduct of the Forum in a manner appropriate to the matters at hand. However, a designated and agreed Secretary

will be responsible for recording the minutes of the Forum and for ensuring that all resolutions or other official records of the Forum are accurate to the facts of the proceedings.

- 4.1.7.2. Other details on the Conduct of Affairs are to be detailed in the Procedures of the National Youth Forum, as amended from time to time.

4.1.8. Voting

- 4.1.8.1. Whenever possible, decisions should be made by consensus. However, if this not be possible, the Chairperson may call a matter to a vote.
- 4.1.8.2. Each Region is given one vote. The voting representatives of each Region must decide on how they cast this vote. In the event of indecision, the Chairperson may subdivide the vote equally to each representative from the Region concerned.
- 4.1.8.3. All voting members who have a National role must stand with the Region with which they are most associated with, subject to the concerned Regional Commissioner's consent. Alternatively, they are to refrain from voting. Election is final for the duration of the Forum.
- 4.1.8.4. The Chairperson does not normally vote but may do so symbolically in support of a known outcome.
- 4.1.8.5. Voters may abstain from voting. Weighting of a subdivided vote will be unaffected.
- 4.1.8.6. Except for motions detailed immediately below; motions are adopted by a simple majority of all votes cast. In the event of a tie, the motion is defeated.
- 4.1.8.7. Motions concerning the following require no less than two thirds vote in support:
- a. Proposed amendments to the SSA Constitution.
 - b. Addition of new voting members to the National Youth Forum.
 - c. Permanent dismissal of members from the National Youth Forum.
 - d. Premature ending or suspension of the National Youth Forum currently in session.

4.1.9. Ethical Practises

- 4.1.9.1. Members of the Forum are expected to act independently and objectively. In doing so, members are expected to act in the best interests of SSA and its Youth, and not that of any specific Region, Scout Group, local area, or subset of the general membership.

4.1.10. Powers

- 4.1.10.1. The National Youth Forum has the following powers:
- a. To represent the collective views and interests of SSA's Young Leaders.
 - b. To propose new policies and amendments to current policies.

- c. To publish resolutions of its proceedings.
- d. To call members to action.
- e. To create teams to work on projects advancing Young Leaders Involvement.
- f. To recommend appointments for positions that service the Forum.
- g. To engage with SSA's leadership to advance Young Leaders Involvement.
- h. To charge an attendance fee and fundraise to support the Forum's costs.
- i. Any other power delegated by the Manco to meet a specific task.

4.1.11. Limitations

- 4.1.11.1. All members of the National Youth Forum are to act in strict accordance with the Members Code of Conduct and the Scout Promise and Law as interpreted by the Chairperson.

4.2. The Regional Youth Forum

This section should be read in conjunction with the supporting documentation titled *Procedures of the Regional Youth Forums*.

4.2.1. Definition

- 4.2.1.1. The Regional Youth Forum is an extension of the National Youth Forum. It acts with independence and reports to the National Young Leaders Representative.
- 4.2.1.2. The Regional Youth Forum is the official voice of the Youth of a Region. Its resolutions and actions are to be acknowledged and respected as the expression of their collective will.
- 4.2.1.3. The Regional Youth Forum's purpose is to identify and discuss issues affecting the Youth within the Region and to find solutions to these problems.

4.2.2. General Rules

- 4.2.2.1. All normal or necessary procedures of the Regional Youth Forum are to be detailed and recorded as per the Procedures of the Regional Youth Forums on a per Region basis.

4.2.3. Composition

- 4.2.3.1. The Regional Youth Forum's composition must include:
 - a. The Regional Young Leaders Representative.
 - b. The Chairperson or representative of the Rover Advisory Council.
- 4.2.3.2. Aside from those holding a specific role in which the Forum is composed; all voting members must have been nominated to attend the Forum by their respective Court of Honour or Crew Council.
- 4.2.3.3. Members of the Regional Team can attend the Forum as guests, if and when they deem it necessary.

4.2.4. Chairperson

- 4.2.4.1. The Regional Young Leaders Representative is the Chairperson of the Regional Youth Forum.

4.2.5. Quorum

- 4.2.5.1. Quorum must include at least:
 - a. The Regional Young Leaders Representative.
 - b. Representation from all Districts.
 - c. 10 or more total participants.

4.2.6. Meetings

- 4.2.6.1. The Forum is convened by the RYLR in consultation with the RC.
 - a. At least one month's notice must be given from the planned starting date of the Forum.
 - b. An agenda including a set of topics for discussion must be distributed by one week before the starting date.
- 4.2.6.2. The Chairperson will oversee a report recording the proceedings and any resolutions of the Forum, including its minutes. The report must be ratified by the participants. Following any necessary correction, it will then be submitted to the Regional Team to consider and act on any relevant resolutions.

4.2.7. Powers

- 4.2.7.1. The Regional Youth Forum has the following powers:
 - a. To determine its own proceedings other than what is stated in this Policy.
 - b. To draft and propose amendments to SSA Policies.
 - c. To gather necessary information from members within the Region.
 - d. To create teams to work on projects advancing Young Leaders Involvement.

- e. To publish resolutions of its own proceedings.
- f. To engage with SSA's leadership to progress Young Leaders Involvement.
- g. To charge an attendance fee to support any costs incurred.
- h. Any other powers delegated to meet a specific task.

4.2.8. Limitations

- 4.2.8.1. All members of the Regional Youth Forum are to act in strict accordance with the Members Code of Conduct and the Scout Promise and Law as interpreted by the Chairperson.

4.3. Other Provisions regarding Youth Forums

- 4.3.1. All members are expected to adequately and timeously respond to direct engagements made by the various Youth Forums detailed in this Policy.
- 4.3.2. All disputes regarding the National Youth Forum are to be addressed to the NYLR and may be appealed to the DCS, CC or CEO (as is most relevant) and may be appealed further to the CS, who's decision is final.
- 4.3.3. All disputes regarding the Regional Youth Forum are to be addressed to the RYLR and may be appealed to the NYLR, and may be further appealed to the RC, whose decision is final.
- 4.3.4. Grounds for an extraordinary National Youth Forum can be met by:
 - 4.3.4.1. An amendment to Article I of the SSA Constitution.
 - 4.3.4.2. The Manco instructs the NYLR to convene an extraordinary National Youth Forum to serve a particular purpose relevant for the affairs of SSA.
 - 4.3.4.3. The Young Leaders Representative Team elects to table an urgent matter that is fitting of the decision of a National Youth Forum.
- 4.3.5. None of the above however shall be used as grounds to oppose an extraordinary National Youth Forum held for some other reason and the Manco is the ultimate adjudicator to determine grounds for an extraordinary National Youth Forum.
- 4.3.6. The Young Leaders Representative Team will maintain a record of the Procedures of the National Youth Forum.
 - 4.3.6.1. The procedures, as amended from time to time, are binding for all participants.
 - 4.3.6.2. The procedures may be amended by either a consensus of the Young Leaders Representative Team with endorsement by the CC, or by a motion of a quorum of the Forum.
- 4.3.7. The Young Leaders Representative Team will maintain record of the Procedures of the Regional Youth Forums.
 - 4.3.7.1. The procedures, as amended from time to time, are binding for all participants.

- 4.3.7.2. The procedures may be amended by either a consensus of the RYLR, the NYLR and the respective RC, or by a motion of a quorum of the Forum.
- 4.3.8. The termination of the National Youth Forum can only be done by amending this Policy to that effect. Additional ratification by the Scout Board shall be required for such an amendment.

5. Actions

5.1. Leadership Development

- 5.1.1. Every Scout Troop has a Court of Honour.
- 5.1.1.1. The Court of Honour (CoH) has the following rights:
- a. To be informed of any action or decision concerning the Troop and to be afforded comment whenever possible.
 - b. To be informed of necessary information needed to make considered decisions.
 - c. To be informed of current affairs in SSA and to freely subscribe to official communications.
 - d. To call its own meetings.
 - e. To elect its own office bearers.
 - f. To seek training and support in improving its functioning.
 - g. To create and manage its own communication channels to the Troop.
- 5.1.1.2. Unless stated or required otherwise; a decision concerning the Troop should be made by the CoH.
- 5.1.1.3. While the TS has vested control over the Troop to manage practical limitations and ensure safety, amongst other reasons; it is a function of the CoH to determine the Troop's events and to plan the Troop's calendar.
- 5.1.1.4. The Troop Scouter should educate the CoH in the SSA Constitution, the Organisational Rules, the Young Leaders Involvement Policy, the Child Protection Policy and other relevant SSA Policies.
- 5.1.1.5. The Court of Honour may invite any person to visit its meetings to provide support and feedback on its performance.
- 5.1.1.6. The Troop Scouter is required to explain any act of veto over the Court of Honour.
- 5.1.2. Every Rover Crew has a Crew Council.
- 5.1.2.1. The Crew Council has the following rights:
- a. To manage the Crew Charter per the terms stated in the Crew Charter.
 - b. To act with independence.

- c. To call its own meetings.
 - d. To handle all matters of internal discipline.
 - e. To financially manage the Crew.
 - f. To freely communicate.
 - g. To be answered on direct questions that concern the Crew.
 - h. To allow other people to attend its meetings.
 - i. To create ad hoc teams within the Crew.
 - j. To determine its own procedures to be followed in meetings.
- 5.1.2.2. The above rights are subject to any terms imposed by the Crew Charter and the Crew-in-Council.
- 5.1.2.3. The Crew Council will determine the Rover Crew's events.
- 5.1.2.4. Unless stated or required otherwise, all decisions concerning the Rover Crew are to be made by the Crew Council.
- 5.1.2.5. The Crew Council must ensure that its terms of service are clearly stated and ensures healthy and regular succession within the Crew Council.
- 5.1.2.6. All members of the Crew Council shall always be subject to the responsibilities stated in 2.1.
- 5.1.3. Except for requirements stipulated by the National Scout Programme Team; the Court of Honour should determine the Troop's methods of assessing Scouts in terms of the Advancement Programme.
- 5.1.4. Except for requirements stipulated by the National Rover Programme Team; the Crew Council will determine the Crew's methods of assessing Rovers in terms of the Advancement Programme.

5.2. Anti-exclusion

- 5.2.1. Restrictions on eligibility for participation in events and meetings, on any level within SSA, must be reasonable and justified.
- 5.2.1.1. For an event or meeting to impose restrictions on eligibility beyond that of formal structures defined in policy, it must be determined to be a fair discrimination. In this context, fair discrimination implies:
- a. The restriction is legal and in line with the SSA Constitution.
 - b. No SSA Policy nor instruction by SSA forbids the restriction.
 - c. The restriction does not limit the Youth's ability to develop themselves.

In all instances, transparent reasoning must be given for such restrictions or is to be supplied following request by any member in good standing.

- 5.2.1.2. Any member or team that convenes an event with restrictions of eligibility, especially decision-making events and events with restrictions of age, should take into consideration that such restrictions could be reviewed by the Young Leaders Representative Team.
- 5.2.1.3. The Crew Council is the only authority within the Scout Group/Independent Crew which may impose restrictions of eligibility to events and meetings of the Rover Crew.
- 5.2.2. For a Scout Group to impose restrictions on eligibility for membership to the Scout Group or any Unit therein, beyond those imposed by the Organisational Rules and including restrictions concerning adult roles, the restrictions are to be approved by the DC and endorsed by the RC.

Only the SGL can propose such restrictions to the DC. The SGL must justify the restriction, especially in terms of justifying that it is not counter to Article III Section 1 of the SSA Constitution.
- 5.2.3. For the purposes of 5.2.1.1.c; recurring youth events that have an age restriction should normally repeat on a regular basis so that all Youth may be normally eligible by age for a least one of the event's recursions.
- 5.2.4. While SSA is and remains an open organisation, which makes no distinction of origin, race, creed, sexual orientation or gender identity, SSA also recognises the dividing issues that persist in our society. Therefore, to prevent such issues from inhibiting our Purpose, Aim and Method, the following provisions are made:
 - 5.2.4.1. Leadership Teams must be prepared to modify methods of meeting and communicating so that Young Leaders of a distant or rural location can be involved in the team.
 - 5.2.4.2. The Court of Honour may make reasonable requests to the Group Committee to assist financially disadvantaged Scouts in their participation with the Troop including requests for fundraising efforts and/or cross-subsidisation of funds for such purposes.
 - 5.2.4.3. The Advancement Programme must be completed with equality between the Youth. The SGL, Senior Scouter, Court of Honour and Crew Council are each responsible for identifying unequitable factors and trends, and to proactively counteract issues that lead to unequitable results.

5.3. Recruitment and Retention

Young Leaders Involvement can only occur if there are Young Leaders available to be involved. The following provisions are made to promote this:

- 5.3.1. All members are tasked with identifying and recruiting Youth — particularly Young Leaders — who may be of service to the Movement.

- 5.3.2. Scouts should at all times be encouraged to remain in the Movement after the age of eighteen.
- 5.3.2.1. All leaving Scouts are encouraged to volunteer as an Adult Scouter following their 18th birthday, but the Adult Member appointment procedure will apply regardless of any prior involvement as a Youth Member.
- 5.3.3. In consultation with the responsible persons or warrants committee; Young Leaders (being appointed to a position) may elect to reduce the period of their appointment to match the duration for which they are prepared to commit to.

The Young Leader has the right to do this after the offer for appointment is made and shall not be then disqualified unless it is unanimously agreed that the reduction constitutes a failure of ability to execute the role concerned.
- 5.3.4. The retention of Scouts to Rovers is a shared responsibility of the Troop and Crew:
 - 5.3.4.1. The SGL and TS must ensure that their Scouts are aware of Rovers and their eligibility to continue Scouting as a Rover.
 - 5.3.4.2. All Rover Crews must detail a recruitment plan which includes attention to the recruitment of Scouts from the Crew's District or local area, and are to review that plan at least every two years.
 - 5.3.4.3. The Regional Rover Advisory Council must facilitate the coordination of recruitment plans of Rover Crews in areas where several Crews coexist and may instruct Rover Crews to adjust their recruitment efforts to accommodate the greater interests of the Region.

6. Compliance

6.1. Monitoring, Correction and Enforcement

- 6.1.1. All disciplinary actions required to enforce this Policy are to be done as per the Members Code of Conduct and Disciplinary Policy.
- 6.1.2. All Leadership Teams are responsible for adopting and monitoring the application of the Young Leaders Involvement Policy within their area of activities.
- 6.1.3. The NYLR is responsible for ensuring consistency in the use of the Young Leaders Involvement Policy across the Regions.
- 6.1.4. The NYLR is responsible for enforcing the Young Leaders Involvement Policy within the National Teams.
- 6.1.5. The RYLR is responsible for enforcing the Young Leaders Involvement Policy within the Regional and District Teams.
- 6.1.6. Where it is not clear as to a Leadership Team's jurisdiction, the NYLR will assume responsibility for enforcing the Young Leaders Involvement Policy.
- 6.1.7. Should the YLRT need to instruct a Leadership Team to better advance Young Leaders Involvement, this may be done with a plan of action:

- a. The plan will be determined between the Young Leaders Representative, the leader of the Leadership Team, and the responsible Commissioner.
- b. The plan must be specific to the issue with defined goals and a timeframe for completion.
- c. The Young Leaders Representative will be responsible for monitoring the progress of the plan.
- d. The decision of whether or not the plan has adequately remedied the issue concerned, or otherwise exhausted all possible options, will be made by the RC or the CC, as is most appropriate.

6.1.8. The Manco has the right to interpret this Policy but may delegate this right to the Young Leaders Representative Team when it so chooses.

6.2. Standards

6.2.1. In consultation with the Commissioners and Leadership Teams involved; the Manco may develop, support and monitor implementation of agreed standards which are necessary to meet the aims and purpose of this Policy.

6.2.2. In consultation with the Commissioners and Leadership Teams involved; the Regional Team may also extend on 6.2.1 to advance Young Leaders Involvement in specific areas within the Region.

6.2.3. The above in 6.2.1 and 6.2.2 may be specifically monitored by the Young Leaders Representatives through various measures including use of data from Membership Management System, the annual census or any other reporting measure necessary, including directly requesting relevant information from Scouters in possession of such information – to which all Scouters are expected to cooperate within the limits of the Protection of Personal Information Policy.

Amendment Submission Contact Details

While every attempt is made to ensure that the contents of this Policy are correct and consistent at the time of publication, the changing nature of SSA and the communities that we serve is acknowledged, and as living documents this Policy should and will require correction and amendment from time to time.

Any proposals for amendment of the contents of this Policy should be submitted in line with the process described in the standing Organisation Rules in effect at the time of submission of the proposed amendment.

The proposed amendments for this document should be submitted to:

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