



adult member

this is scouting for adults

be prepared



name: _____

Preface

While we have tried to eliminate any typing errors in this document, you will inevitably find some.

You may also have comments on the content, as well as suggestions for updates or additional information.

Please use the comments facility in Adobe pdf on any points where you have corrections or suggestions and send them to adulttraining@scouts.org.za

Your help would be appreciated.

This "This is Scouting for Adults" booklet has been compiled, using the "What is Scouting?" and "Scouters' Handbook" Our thanks to the authors of those documents and to Jean-Paul Percival for proof reading and valuable suggestions.

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A Hearty Welcome

The reasons why people become involved as volunteer leaders are myriad - some of us become involved having been Scouts (or Guides) whilst others have a strong family history of Scouting membership. Perhaps you are a newcomer, attracted by the interest of your children, or you have heard of Scouting and wish to expand your involvement in your community.

Whatever your motivation, you are now beginning an exciting journey that will, if you decide to join SCOUTS South Africa (SSA), make you part of a team that is dedicated to sharing the personal growth opportunities offered by Scouting with as many people as possible. Scouting has many faces across the world, but it is universally acknowledged as being the only youth programme that develops young people by using a balanced programme of activities designed to help prepare them to cope with the world as responsible citizens and balanced human beings.

The various roles of the volunteer adult leaders are specifically structured to facilitate this process. Some of the roles involve running and organising events for the various branches of the youth programme, whilst others involve assessing and evaluating levels of youth development. Then there are roles that involve managing SSA itself. These can be both adult and youth related management roles.

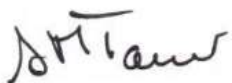
The primary responsibility of an adult leader is to fulfil the requirements of the role that was voluntarily accepted. In terms of the roles linked to the youth, this will mean the active facilitation and management of the development programme. The youth have not joined Scouting to become better citizens – they have joined for the excitement, challenge and thrill associated with being involved in scouting activities.

Running Scouting calls for many different talents and adult leaders are offered many development opportunities – but whatever your role, it is always important to remember that the prime focus of Scouts will always be on the youth for whom Scouting was invented and whose adult lives we are shaping by the richness that we add to their process of development to adulthood.

Irrespective of which role you choose to join Scouting in – the more fun and adventure you can provide through Scouting, the more successful you will be in achieving the Aims and the Principles of Scouting and the more eager the youth will be to achieve the goals set by the Scout Movement.

I trust that you will have an enriching and enjoyable experience as a volunteer in SSA. It is good to have you join us!!

Happy Scouting



Sheila Tanner
Chair: National Adult Leader Training
November 2019

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APPENDICES

Appendix 1 - Example Application for Adult Membership

ADDENDUM Published Separately

Addendum to "This is Scouting for Adults" – Self Assessment Worksheet

Abbreviations

AAM	Application for Adult Membership
AGM	Annual General Meeting
ALT	Adult Leader Training
ADS	Assistant Den Scouter
APL	Assistant Patrol Leader
APS	Assistant Pack Scouter
ARS	Assistant Rover Scouter
ATS	Assistant Troop Scouter
B-P	Baden-Powell (Sir Robert)
CI	Cub Instructor
CoH	Court of Honour
DC	District Commissioner
DH	Den Helper
DS	Den Scouter
HQ	Headquarters
IAL	Introduction to Adult Leadership
MANCO	Management Committee
MH	Meerkat Helper
MI	Meerkat Instructor
NGO	Non-Governmental Organisation
NSO	National Scout Organisation
OR	Organisational Rules (of SSA)
PH	Pack Helper
PL	Patrol Leader
PS	Pack Scouter
PSA	Parent Support Association
RC	Regional Commissioner
RS	Rover Scouter
RTC	Regional Team Coordinator
SD	Scouts Digital
SGL	Scout Group Leader
SSA	SCOUTS South Africa
TiSfA	This is Scouting for Adults
TL	Troop Leader
TS	Troop Scouter
WOSM	World Organisation of the Scout Movement

Glossary of Terms

Adult Members	All adults in SSA who have become members by completing an AAM form and making the Scout Promise. This includes operational and administrative members.
Assistant Patrol Leader (APL)	Who assists the Patrol Leader in running the Patrol.
Assistant Troop Leader (ATL)	A senior Scout who has been a Patrol Leader (PL) and who assists the Troop Leader (TL), and has a specific job within the Troop.
Branch	Signifies one of the constituent parts of SCOUTS South Africa, i.e. Meerkats, Cubs, Scouts, and Rovers.
Cub	Youth (boy or girl) member aged between seven and ten years of age.
Cub Pack	The unit in a Group representing the Cub Branch.
Den Scouter (DS)	The warranted Scouter responsible for running a Meerkat Den. They are normally assisted by Assistant Den Scouters (ADSs).
District Commissioner (DC)	The Scouter responsible for coordinating the support for a number of Groups assigned to them.
Group	A Scout Group is composed of one or more Units (Meerkat Den, Cub Pack, Scout Troop and Rover Crew). The term 'Group' applies even if there is only one Unit.
Interest Badges	Meerkat, Cub and Scout Interest Badges.
Introduction to Adult Leadership (IAL)	The Stage One training for Scouters, which has to be completed by all, before they can receive a Limited Warrant.
Limited Warrant	The document issued to a Scouter after completing the Stage 1: (IAL) Training. It gives them limited responsibility for working with Meerkats, Cubs and Scouts.
Meerkat	Youth (boy or girl) member aged between five and six years of age.
Meerkat Den	The unit in a Group representing the Meerkat Branch.
Organisational Rules (OR) of SSA	The rules which, together with the Constitution and Policies, govern how SSA operates.
Den, Pack, Troop, Crew	For brevity, these words are used in the place of the Meerkat Den, Cub Pack, Scout Troop and Rover Crew, respectively.
Pack Scouter (PS)	The warranted Scouter responsible for running a Cub Pack. They are normally assisted by Assistant Pack Scouters (APs). The Cubs call the PS 'Akela'
Patrol	A group of four to eight Scouts who work together in all Scout activities.
Patrol Leader (PL)	The Scout responsible for leading the Patrol.
Recruit (Rover)	A young adult not less than 17½ years of age and not older than 30 years of age, wishing to become a Rover.

Rover	Adult member (man or woman) aged from eighteen to thirty-five years who has been invested as a Rover.
Rover Advisory Council	A group of Rovers, elected for a specified period of time, by Rovers, to assist and promote Rovering. Generally appointed per Region and represented on the National Rover Advisory Council.
Rover Crew	A group of not less than three Rovers. A Unit representing the Rover Branch
Rover Crew Council	An annually appointed leadership team in a Rover Crew. It consists of at least a Chairman, Secretary and Treasurer who represent the Crew, with the Rover Scout Leader if the Crew has one.
Rover Scouter (RS)	An adult over 30 years of age, acceptable to the Rover Crew who has a Warrant as the RS or as the Leader of the Rover Crew. They may be assisted by an Assistant Rover Scouter.
Rover Squire	An adult, who having, successfully applied for adult membership and being invested into the Movement, is now undergoing training to become a Rover with the assistance of one or two Sponsors.
Scout	Youth (boy or girl) member aged from eleven to seventeen years of age.
SCOUT	(Capital letters) includes Meerkats, Cubs, Scouts and Rovers both male and female.
SCOUTER	(Capital letters). Any person who holds a Warrant.
Scout Group Leader (SGL)	The SGL is the Scouter responsible for leading the Group. In the absence of a person holding a Warrant as SGL, the role is filled by a SCOUTER in the Group, approved by the DC.
Scout Troop	The unit in a Group representing the Scout Branch.
Six	A group of at least three and up to six cubs, who work together in the Pack.
Sixer	A Sixer is a Cub appointed by the PS to lead a Six of Cubs.
Troop Leader (TL)	A senior Scout who has been a PL and is responsible for the coordination of the Patrols in the Troop under direction of the Troop Scouter (TS).
Troop Scouter (TS)	The warranted Scouter responsible for running a Scout Troop. They are normally assisted by Assistant Troop Scouters (ATs).
Unit	One of the constituent units of a Scout Group, namely a Meerkat Den, Cub Pack, Scout Troop or Rover Crew.
Warrant	The document issued to a Scouter, which designates the role they have accepted.
Youth member	Refers to a boy or girl from five to seventeen years of age, who is a member of SSA.
Youth Programmes	The structured and incremental youth programmes of activities defined for the youth members of the SSA.

Troop Scouter (TS)	The warranted Scouter responsible for running a Scout Troop. They are normally assisted by Assistant Troop Scouters (ATs).
Warrant	The document issued to a Scouter, which designates the role they have accepted.
Youth member	Refers to a boy or girl from five to seventeen years of age, who is a member of SSA.
Youth Programmes	The structured and incremental youth programmes of activities defined for the youth members of the SSA as defined in the Meerkat, Cub and Scout Trails.

1 Orientation

1.1 This is Scouting for Adults

Welcome to the world wide Scout Movement and SCOUTS South Africa (SSA). This handbook is given to each new Adult Member to help them start their Scouting journey.

If you are new to the Movement, you could be unsure of what your involvement would mean to you and your family. The ceremonies, uniforms, programmes and just exactly how you fit into the structure can be overwhelming at first. This handbook explains what you can expect from SSA and what SSA and its members will expect from you.

Scouting makes a positive contribution to communities in South Africa by helping and developing young people. We encourage their physical, mental, spiritual and social development. Young people benefit from belonging to Scouts because they learn useful life skills, gain self-confidence and learn to take responsibility for their own life. They contribute to their community and become good citizens.

The opportunity to learn by doing is provided in the programme. All Scouters in SSA must make sure the programme is fun and exciting, while ensuring that it is safe. Our Organisational Rules (OR), policies and code of conduct are there to help adults make sure the young people in their care stay safe, while they enjoy themselves and learn.

We strive to help the youth in our care develop themselves to their highest potential. Scouting has been doing this for over 100 years. The proof of our success is in those who have gone before us, who are in positions of considerable responsibility and are successful in their lives. As an Adult Member you too have the opportunity to learn and develop new skills while giving back to the youth by sharing your experience and time.

Being an Adult Leader can be very rewarding in the following ways:

- You watch and help young people grow and achieve
- You participate in many varied activities
- You, personally will learn new skills
- You can pass on your skills and knowledge to youth and adults
- You meet and work with a large group of like-minded adults, and
- You join a network of new friends with similar interests and principles.

2 What is Scouting?

2.1 The Founder

Scouting was founded over 100 years ago, in 1907, by Robert Baden-Powell, known to us as B-P. He was born on 22 February 1857. We celebrate his birthday annually on "B-P Sunday", the nearest Sunday to 22 February.

As a young army officer in the Boer War, during the siege of Mafikeng, he successfully used small groups or Patrols working together under a leader. Today, the principles of SSA are as relevant as ever, and provide an opportunity for young people around the world to learn and grow. This system is used just as successfully in today's corporate world.



Much has been written about B-P and his exploits. Further details are available in books and via the web. One suggested site is:

[www.scout.org/en/about scouting/facts figures/baden_powell](http://www.scout.org/en/about%20scouting/facts%20figures/baden_powell)

2.2 History of Scouting in South Africa

The Movement in South Africa began as spontaneously as it did in Britain (in 1907), and other parts of the world soon afterwards. Boys read *Scouting for Boys*, and Patrols and Troops were started. Scout Troops in South Africa were formed as early as 1908, and there are Scout Groups in South Africa today that can claim an unbroken record from those early days.

The name of the *Boy Scouts of South Africa* was changed in 1995 to the **South African Scout Association** (SASA). Membership of this Association was open to all boys and adults who are willing to accept the Aim, Method and Principles of Scouting.

In 2000, the SASA amended its constitution to allow girls to be members of the Cub Scout and Rover branches.

In 2012 at the National Scout Council, the name "**SCOUTS South Africa**" was unanimously adopted and replaced the name South African Scout Association.

A new constitution was adopted in June 2013 which modernised the management structure of SSA and new Organisational Rules and policies were introduced.

2.3 This is SCOUTS South Africa

World Organisation of the Scout Movements(WOSM)

Scouts South Africa is an active member of the World Organisation of the Scout Movement. The WOSM vision is 'Creating a Better World'. It has two key focus areas creating good citizens and the Messengers of Peace Programme which supports community service by Scouts throughout the world.

Vision of SSA

That SSA is the premier Youth Movement dedicated to the development of the youth of our country.

Ethos of SSA

We believe that through adventure, we challenge individuals so that they learn and experience new things that enrich their lives.

Our Core Value Proposition

We bring to life a world of adventure-based experiences, creating incredible learning opportunities for Scouts of all ages.

Aim of SSA

The Aim of SSA is to encourage the spiritual, mental, social and physical development of boys, girls and young adults in achieving their full potential as individuals, as responsible citizens and as members of their local, national and international communities by:

- **Developing their character:**
 - By this, we mean what a boy or girl is, as an individual: their habits, their attitudes, their personal qualities, the kind of life they lead, the kind of beliefs they have. By exposing them to the right kind of influences, Scouting can develop and strengthen a young person's character in qualities, such as truthfulness, honour, integrity, loyalty, helpfulness, etc., which are embodied in the Scout Law.
- **Training in citizenship:**
 - Scouting helps individuals fit into the community: how they get along well with other people, relate positively to those around them, and prepare them to assume their adult responsibilities. Though, still a young person, they are already a 'citizen' in the school, home, community, Scout Group and in their sporting and other activities.
 - As a young person grows, so their circles widen and their responsibilities to others grows with them. To become a good citizen is to learn to accept one's responsibilities to other people.
 - A young person learns citizenship step-by-step as their world expands. First, they learn by living in their own family, then in the neighbourhood, then in organised groups, such as their school, place of worship, and Scouting. For training in citizenship to be effective, a young person must be exposed to good influences over a period of years. The Scout Programme provides this exposure.
- **Developing their spiritual, social, mental and physical qualities:**
 - The third kind of development, which Scouting hopes to nurture in a young person, is that of their body, mind and spirit. The aim is not to develop athletes and intellectuals, but to teach a young

person to maintain their body and mind so that they may live and work effectively. By personal example and by proper use of the Scout programme, we can help young people to develop habits and attitudes which can contribute to life-long wellness.

2.4 The Principles of Scouting

The Scout Movement is based on the following principles:

- **Duty to God:**

Adherence to spiritual principles, loyalty to their own religion and acceptance of the resulting duties.

- **Duty to others:**

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

Participation in the development of society, with recognition and respect for the dignity of one's fellows and for the integrity of the natural world.

- **Duty to self:**

Responsibility for the development of oneself.

2.5 The Scout Method

The Scout Method is a system of progressive self-education through:

- **A Promise and Law:**

- The Scout Promise and Law challenges Scouts to do their best and to apply standards in all they do. In making the Scout Promise, each Adult member, and each Scout, promises to do their best to live by the ten parts of the Scout Law. The Scout Law has a positive approach: It tells Scouts what they should be and do (and not what not to do).
- All Adult Members of SSA are required to make and live by the Scout Promise and Law.

- **Learning by doing:**

- Learning by doing is a basic element of the Scout Method and has become a cornerstone of modern education. B-P showed in his books that he recommended this type of pedagogy. Learning by doing, or activity pedagogy as it is sometimes called, means that you learn by doing things yourself, instead of somebody showing or telling you how something works.
- Meerkats, Cubs and Scouts want to do things. They should therefore be encouraged, by showing them how and then letting

them do things in their own way, through making mistakes and gaining experience.

- By working with their peers, the Scout is given the personal responsibility of following jobs through.

- **The Patrol System:**

- The unique part of the Scout Method is the Patrol System. There is nothing else quite like it. The key group in Scouting is not the Troop under its adult Troop Scouter (TS), but the Patrol (a much smaller group) of young people with a young person as the Patrol Leader (PL).

- **A Progressive and stimulating Advancement programme:**

- The Meerkats', Cubs' Scouts' and 'Rovers' progress are guided by the Advancement Programme. Scouting provides a series of achievable challenges for Meerkats, Cubs, Scouts and Rovers to tackle in a variety of different skills and activities. The levels advance in a planned progression as the Meerkat, Cub, Scout and Rover meet these challenges. Badges provide recognition for those who successfully master them.

3 The Scout Group

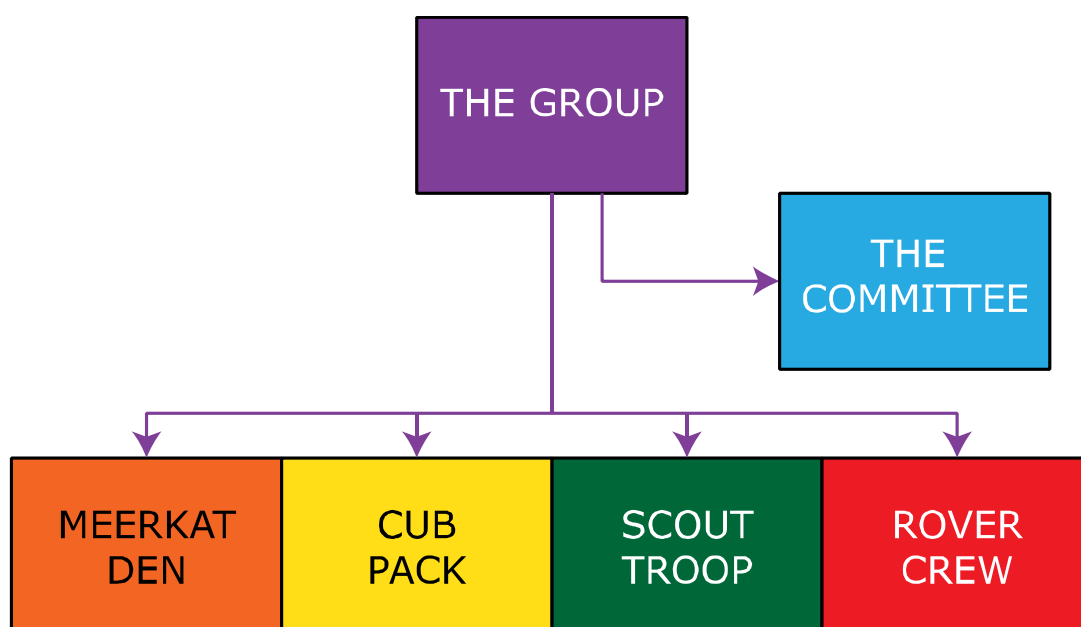
3.1 The Scout Group

The Scout Group is the fundamental building block of SSA and is headed by the Scout Group Leader (SGL). A group may consist of one or more units (Meerkat Den, Cub Pack, Scout Troop or Rover Crew), or a Group may consist of just one Unit.

Each Unit has its own leader, the Den Scouter (DS) for Meerkats, the Pack Scouter (PS) for Cubs, the Troop Scouter (TS) for Scouts and the Rover Scouter (RS) for Rovers. They oversee the running of the Unit, reporting to the SGL. Each Unit Leader will normally have assistants appointed as Assistant Den Scouters (ADS), Assistant Pack Scouters (APS) or Assistant Troop Scouters (ATS) to help them run their Unit. A well-functioning group will need to have dedicated and committed parents as members of the Group Committee working side by side with the Unit Leaders on the Committee, under the leadership of the SGL. The Committee must coordinate the activities in the Group and ensure that the facilities and needs of the Group are met so that the units function properly.

It is important to remember that Adult Leaders will only successfully perform the functions and duties of their positions in Scouting - in addition to their jobs (employment) / studies / family / sport and other commitments if there are enough adults to adequately meet the demands of the Unit.

The Group Structure is shown below.



Various formats of a group exist in SSA. We have described a typical community Group above but we also allow for Sponsored Groups which may be linked to a specific Church or NGO and School Groups linked to a specific School. More

information about this would be available from your SGL when joining your particular group.

3.2 Branches of Scouting in South Africa

SSA has four branches, namely:

a. Meerkats (ages 5 – 6 years)

Girls and boys of pre-Cub age become members of a Meerkat Den. Programmes introduce 5 and 6 year old girls and boys to the ethos of Scouting through activities that embrace ECD (Early Childhood Development) principles and incorporate simplified Scouting advancement concepts. Den Scouters are given names based on animal characters from the book. The Den Scouter is 'Rafiki', meaning 'Friend'. Assistant Den Scouters take their names from small mammals or birds. The Meerkat Advancement programme is set out in the Meerkat Trail.

Cubs (Ages 7 – 10 years)

Soon after B-P started Scouts, he developed a group for younger boys. Wolf Cubs were established with a programme of challenge, based on Rudyard Kipling's "The Jungle Book". Scouters are given names, such as Akela, Baloo and Bagheera, which are characters taken from the story. The Cub Advancement Programme is set out in the Cub Trail.

b. Scouts (Ages 11 – 17 years)

Scouts learn by doing, in a programme of exploration and leadership, based on small groups called the "Patrol System". The Scouts enjoy more self-reliance and independence, they have exciting outdoor activities. The Advancement Programme is set out in the Scout Trail.



c. Rovers (Ages 18 – 30)

Rovers belong to Rover Crews, which are largely self-governed and self-driven. Crews are active within many communities, clearly implementing their motto of "Service" Their programme is set out in the Rover Trail.

3.3 The Den, Pack, Troop and Crew - What is different?



The main difference of course is the age of the youth and young adults.

Scout training is of a progressive nature and is applied through the four Branches of the Movement, which are themselves adapted to the changing psychology of the today's youngsters.

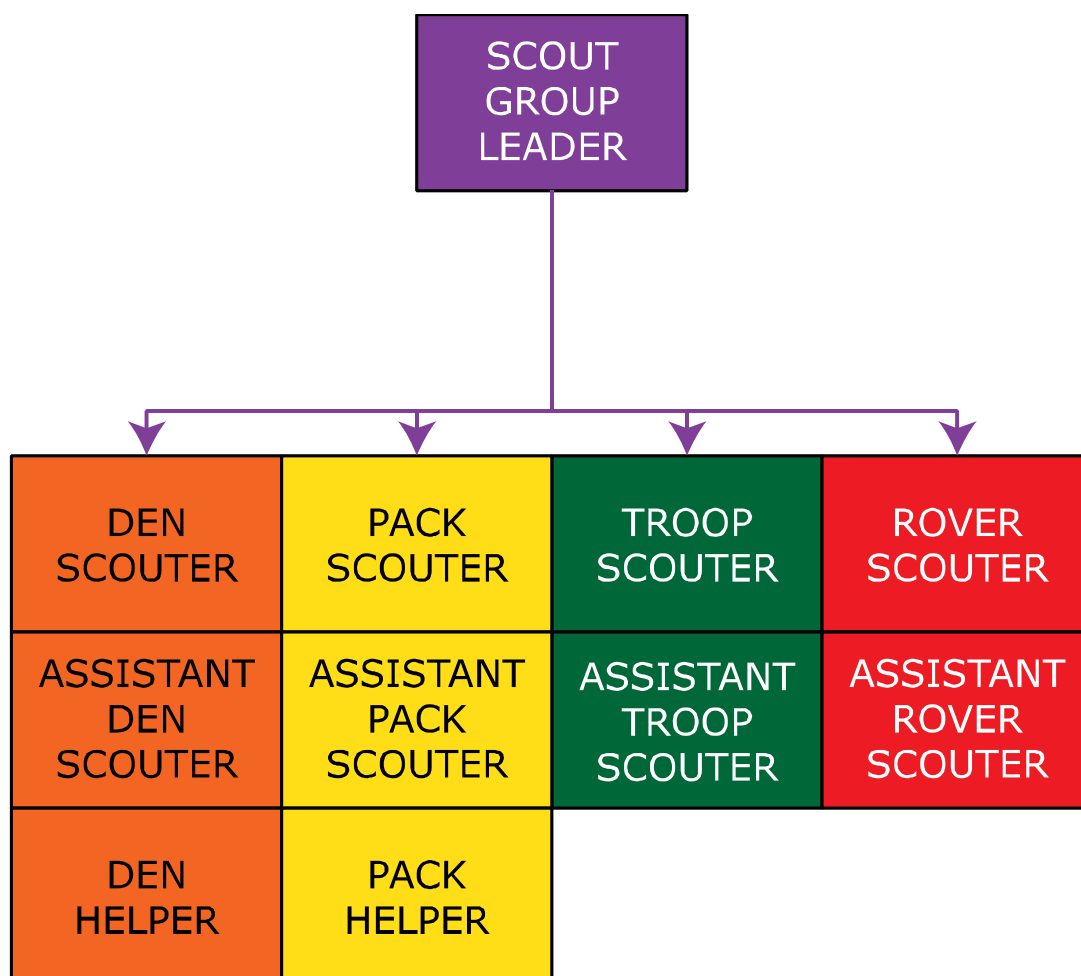
Different age ranges demand different methods of training and management of youth and young adults. Since young people move progressively towards

independent decision-making, the Scout programme is designed to help this process towards adulthood. The training methods used are different for the four branches of Scouting, but these will be discussed with you in later training.

3.4 Adult Roles within the Group

The operational roles within a Group, responsible for the youth and young adults, are:

- Scout Group Leader (SGL);
- Den Scouter (DS)
- Assistant Den Scouter (ADS)
- Pack Scouter (PS);
- Assistant Pack Scouter (APS)
- Troop Scouter (TS);
- Assistant Troop Scouter (ATS);
- Rover Scouter (RS), and
- Assistant Rover Scouter (ARS).



Full Job descriptions for each position in SSA are available on the website or from your SGL. We recommend obtaining a copy of the job description for the role that This is Scouting for Adults (TiSfA) v20

most interests you, and discussing it with the SGL so that you are fully prepared for what your involvement in the Group entails.

The Group also needs adults to give administrative support to the Scouters. The essential roles are Treasurer and Secretary, but additional important roles are Quartermaster, Public Relations, Fund Raising, Transport Officer, *etc.* Parents or legal guardians normally fill these roles, as members of the Group Committee, but other adults can also be appointed to these roles.

4 Promise and Law

4.1 The Scout Promise

“On my honour I promise that I will do my best –
To do my duty to God, and my Country;
To help other people at all times;
To obey the Scout Law”

Every Adult Member of SSA becomes a member and accepts the principles of the Movement by making the Promise and following the Scout Law. **Acceptance of the Promise and Law is a precondition of membership for all members.** The Scout Promise and the Scout Law apply to all Scouts, Rovers, and Adult Leaders. The Promise is the most important factor in Scouting, since it is the one absolute requirement. Without taking it, one cannot be a Scout. Having taken it and assuming that a real effort is made to keep it, one remains a Scout for life. Let us explore the parts of the Promise in more detail so that you have a full understanding as to how and why it is so important to the Movement.

Doing your best

An important feature of the Promise is the phrase ‘do my best’. B-P did not set an ideal so high that it might be beyond the young person’s (or the adult’s) ability. However, training in this is progressive, as in other Scouting aspects. With good example and tradition behind them, we expect a better “best” as the Scout grows older. We expect a higher standard from the Scout than from the Cub, a higher standard still from the holder of a Springbok badge than from a Scout who has only recently been invested, etc. to the really high example expected from the Scouter. Provision is made in the requirements for each Advancement Badge that the young person must show that their understanding of the Meerkat, Cub or Scout Law has progressed in keeping with their age.

Duty to God

The Aim of the Movement is set out at the beginning of this booklet, and among the essential points, is promoting the young person’s spiritual, mental, and physical development.

An adult makes the same promise as a Scout, and that Promise begins:

“On my honour I promise that I will do my best –
To do my duty to God and my Country”.



SSA Organisational Rules (OR) - Part 1 (Rule 111.1) sets out that:

“Every invested member of Scouts South Africa shall be encouraged to:

- Make every effort to progress, in keeping with age and experience, in their understanding of the Promise: ‘To do my duty to God’;
- Have some spiritual belief, and
- Carry into daily practice what they profess.”

It is important that Scouters realise what is meant by “Duty to God”. The Movement is open to all beliefs and religions without discrimination and there is no set God to whom a Scout and Scouters are required to do their duty. An Adult Leader must strive to demonstrate their commitment to this part of the Promise by actively engaging in their religious belief and be proud to show the Scouts that they respect, honour and are involved in their chosen religion. This allows the Adult Leader to act as a role model for the youth in the Movement and in turn encourages them to be actively involved in their own religious belief system.

Young people have a natural desire for guidance in spiritual matters. This is often hidden by shyness. In the rush and excitement of life, it can be pushed into a minor place in their thoughts unless they find a guide to help them – someone they trust – someone whom they realise **can** help.

If a Scout Group is full of the spirit and practise the Scout Promise and Law, and the Scouter’s personal example is good, then a clear lead is given to the Scouts in this matter, as well as in the other essential activities of Scouting.

The personal religious life of each Scouter determines the degree of success they will have in leading Scouts to an understanding of the ‘Duty to God’.

In the Den, Pack, Troop or Crew, and at Scouters and Group Committee meetings, prayers should be used. These need not be long prayers, but they must be sincere and suitable to the occasion.

What are known as *Scouts’ Own* services, are held in the Den, Pack, Troop and Crew. The Scouts’ Own service is not to be regarded as a substitute for worship in a formal place of worship. It is an additional act of worship for Scouts, and attendance must be voluntary.



Duty to my Country



Scouting is entirely non-political and therefore, should be acceptable to anyone who accepts the constitutional rule. Duty to Country is largely fulfilled by the ordinary person doing what is expected of them in an active, but law-abiding manner. Scouting stands for law and order.

To help other people at all times

The ideal of service for others was to our Founder, and still is to us today; one of the main planks in the Scout platform. B-P emphasised this through the constant repetition of the idea of helping others, in the Promise and the Law, until in the Rover Branch, it is crystallised in the one-word motto: "Service".

Working with the youth, seeing them develop into good citizens and fulfil their potential is one of the most rewarding parts of belonging to the worldwide brotherhood of Scouts.

For the Cub, this ideal of service is simplified as a good turn to somebody every day. It is a specific demand on the young person. For the older Scout, the ideal is less specific and broader, until in the Rover, we reach the conception of service as a habit of the mind constantly in operation.

To obey the Scout Law

Study the Scout Law with three ideas in mind:

- 1) The idea of becoming word perfect;
- 2) The more important aspect of thoroughly understanding what is required, and
- 3) The idea of being able to explain the Law to the young person, bearing in mind the need for progressive understanding as they grow older.

The Scout Law is a *positive* code of how to live and, like everything else in Scouting, it calls for *action*. Our Founder wrote:

"A Scout is active in doing good, not passive in being good".

4.2 The Scout Law

1. A Scout's honour is to be trusted.
2. A Scout is loyal.
3. A Scout's duty is to be useful and to help others.
4. A Scout is a friend to all and a brother to every other Scout.
5. A Scout is courteous.
6. A Scout is a friend to animals.
7. A Scout obeys orders.
8. A Scout smiles and whistles under all difficulties.
9. A Scout is thrifty.
10. A Scout is clean in thought, word and deed."

The interpretation of the Scout Law, which is wider than you might imagine and how to use the Promise and Law are covered in the training for Scouters.

The *Scout Motto* is: **"Be Prepared"**.

The *Rover Motto* is: **"Service"**.

4.3 The Cub Promise



The Cub Promise differs slightly from the Scout Promise that you as an adult will take. This change is to simplify the promise so that the Cubs can understand the promise in accordance with their age.

"I promise to do my best -
To do my duty to God and my Country;
To Keep the Law of the Wolf Cub Pack;
And to do a good turn to somebody every day".

4.4 The Cub Law

This is simpler than the Scout Law, which is too complicated for Cubs.

The importance of obedience is retained -

"The Cub gives into the Old Wolf; the Cub does not give into themselves".

The *Cub Motto* is: **"Do you Best"**.

4.5 The Meerkat Promise

The Meerkat Promise is simplified so that 5 and 6 year olds can understand its meaning. The word "Promise" is not included because that age group do not fully understand a solemn promise.

"I will love God, be kind and stand tall".

4.6 The Meerkat Law

"A Meerkat always stands tall".

This is simpler than The Cub Law.

The *Meerkat Motto* is: **"Stand Tall"**.

5 Roles and Functions of Adult Members

5.1 Scout Group Leader

This is one of the key roles in Scouting - manager of a Scout Group which can comprise Meerkats, Cubs, Scouts, Rovers, Scouters and parents who will look to the SGL for guidance and encouragement.

They have overall responsibility for the Scout Group – thus, an SGL should be a mature person who will probably be settled in their lifestyle.

The SGL needs to be able to meet and deal, on equal footing, with those people with whom their job is mostly concerned – Adult Leaders (both operational and administrative).

In a nutshell, their job is to ensure, that in their Scout Group, the full Scouting programme is offered from Meerkats through to Rovers in such a way that the young people who finish the 'Course in Citizenship' which you offer, will indeed be ready to take their place in Society as well balanced, industrious citizens who accept the Code of the Scout Promise and Law as their own personal code of conduct. The Scout Group, under their direction, should be able to help each INDIVIDUAL young person to become the best citizen that they, with their own particular traits, talents and backgrounds, are capable of becoming.

They need a team of able Scouters and adults on the Group Committee to help them. Their leadership of these people will be the deciding factor as to the success or failure of the Group.

They may have an Assistant SGL and will probably need one when their Group grows beyond the normal two or three Units, (when a second Pack or Troop is established within the Scout Group).

5.2 Adult Members in a Meerkat Den

Den Scouter (DS) / Assistant Den Scouter (ADS)

The DS and ADS open and close meetings and hand out badges. The DS and ADS draw up and run Meerkat programmes. Responsibilities are shared to source materials, keep records up to date and keep the register, progress charts, badges earned and Meerkat personal details.

Meerkat Helper (MH)

The main task of the Meerkat Helper (MH) is to assist the DS and ADS(s) in presenting wholesome, interesting, active, and fun Den meetings.

The DS must delegate meaningful jobs to the DH(s) and encourage involvement in planning and participating in all activities.

Meerkat Instructor

This is a scout or guide over 13 years of age who has the Traveller badge or equivalent, who helps to set out games and activities and helps a Meerkat with their task.

5.3 Adult Members in the Cub Pack

Pack Scouter (PS) / Assistant Pack Scouters (APS)

The PS is responsible to the SGL for planning fun, interesting and exciting Pack meetings and activities through which the Cub programme is implemented.

These Adult Leaders have Warrants to act within a specific Group, so their effort and involvement is devoted to the Pack within that Group.

The primary function of the APS is to assist the PS (Akela) in planning and running active Pack meetings and activities which are exciting, fun and interesting for the Cubs. The activities are based on the "Play-Way Method" and Cub Advancement programme, often with a theme or story from the Jungle Book, which will fire the imagination of younger children. The underlying values will be based on the Cub Promise and Law.

Adults in the Cub Pack aim to:

- Retain the interest of the Cubs up to the time when they "leap" up to the Troop through the presentation of enjoyable activities;
- Ensure that each Cub has a good grounding in basic skills, and particularly in the Cub Promise and Law;
- Ensure that by the time they are ready to go up to the Scout Troop, their appetite for Scouting has been whetted, and
- Ensure that enough opportunity exists for learning new skills and for showing ability in the various challenges and tasks set in the advancement programme.

The PS must delegate real responsibility to the APS(s) and allow and encourage their full involvement in planning and participation in all activities. Although Pack Scouters mostly deal with children (the Cubs), contact with the parents is very important. It occurs after Pack meetings, at parent's meetings and will also occur at Pack activities. Use every opportunity to get to know the parents of your Cubs.

Interaction with other Scouters is also important and there are opportunities at meetings within the Group and at District and Regional meetings and events.

Pack Helper

The primary function of the Pack Helper (PH) is to assist the PS and APS(s) in presenting wholesome, interesting, active, and enjoyable Cubbing.

The PS must delegate meaningful jobs to the PH(s) and encourage involvement in planning and participating in all activities.

Cub Instructors

The PS and APS can also be assisted by Senior Scouts or Guides, who are appointed as Cub Instructors (CIs). The scout or guide must be aged over 13 years and hold the Traveller advancement badge or equivalent.

5.4 Adult Members in the Scout Troop

Troop Scouter (TS) and Assistant Troop Scouter (ATS)



The Warranted TS is responsible to the SGL for the manner and method in which Scouting is implemented in the Troop. They are, therefore, responsible for presenting wholesome, interesting, active Scouting in the Scout Troop.

The TS is assisted by one or more ATS(s).

All activities will be based on the Scout Advancement Programme and Interest Badges, and will always have underlying values, based on the Scout Promise and Law.

The TS has four particular areas of responsibility:

1. Training each new Scout in the Promise and Law, and investing them as a member of the worldwide Scout Movement.
2. Training the PLs so they can train the Scouts in their Patrol, and working with the PLs through the Court of Honour (CoH) to run the Troop.
3. Assisting the youth leaders, Troop Leaders (TLs), Patrol Leaders (PLs) and assistants in correctly implementing the Patrol System.
4. Ensuring each individual develops along the lines of the Scout Promise and Law by giving them an understanding of their responsibility and accountability to these principles.

However, they need the support of the ATS(s) to achieve these.

These four areas are a TS' top priority in dealing with Scouts. The basic aim is to encourage the spiritual, mental, social and physical development of the Scouts.

This is achieved by planning and implementing a programme incorporating all of the following methods:

1. The Promise and Law.
2. The Patrol System, *i.e.* membership of small groups.
3. Learning by Doing.
4. Progressive and stimulating programmes.

In addition, the TS must ensure that the CoH, which comprises the TS, TL (if there is one) and PLs, is central to the running of the Troop, planning all its activities and maintaining discipline.

The CoH is responsible for setting the standards in the Troop. The support of all the Adult Leaders is of paramount importance in achieving suitable standards and setting the right example.

Through the CoH, the TS delegates real responsibility to the PLs so that, while still Scouts, they have the opportunity to exercise real leadership.

However, the TS remains accountable for their actions.

As an ATS or TS, you will be warranted to act within a specific Group, so your energies should be devoted to Group activities centred mainly on the Troop.

You will deal mostly with youth members, but parents will also be looking to you to set an example. Good and regular communications with parents is essential in running a successful Troop. Support and new ideas are also obtained from other Scouters in the Group, District and Region. Attending meetings and activities in the District and Region are excellent opportunities for useful interaction and sharing of knowledge.

The Scouters in the Troop will only cope adequately with the task as well as any studies, their work, family and sport if they have sufficient properly trained assistants, do proper planning, and are well trained.

5.5 Adult Members in the Rover Crew

Rover Scouter (RS) / Assistant Rover Scouters (ARS)

The primary function of the Rover Scouter is to assist, guide and advise the Crew Council in running the Crew and support the Rovers completing the various Challenges and Awards, set out in the Rover Trail.

A Crew does not have to have a RS, but it is very desirable. Very few Crews have an ARS. If the Rover Crew is part of a Group, the RS, or if there is no RS, the Crew itself, through the Crew Council, is responsible to the SGL. If the Crew is independent, then the District Commissioner (DC) provides support to, and oversight of, the Crew.

Although the RS will deal mostly with Rovers, communication with the parents and other adult leaders is important and occurs at combined meetings with adults in the Group and at District and Regional events.

5.6 Adult Members in Administrative Roles

All Adult Leaders are expected to become members of the Scout Movement and SSA by completing an Application for Adult Membership (AAM) form and taking the Scout Promise. The Principles of Scouting, the OR and Policies of SSA apply to all Adult Members. Some specific training is offered for various administrative roles.

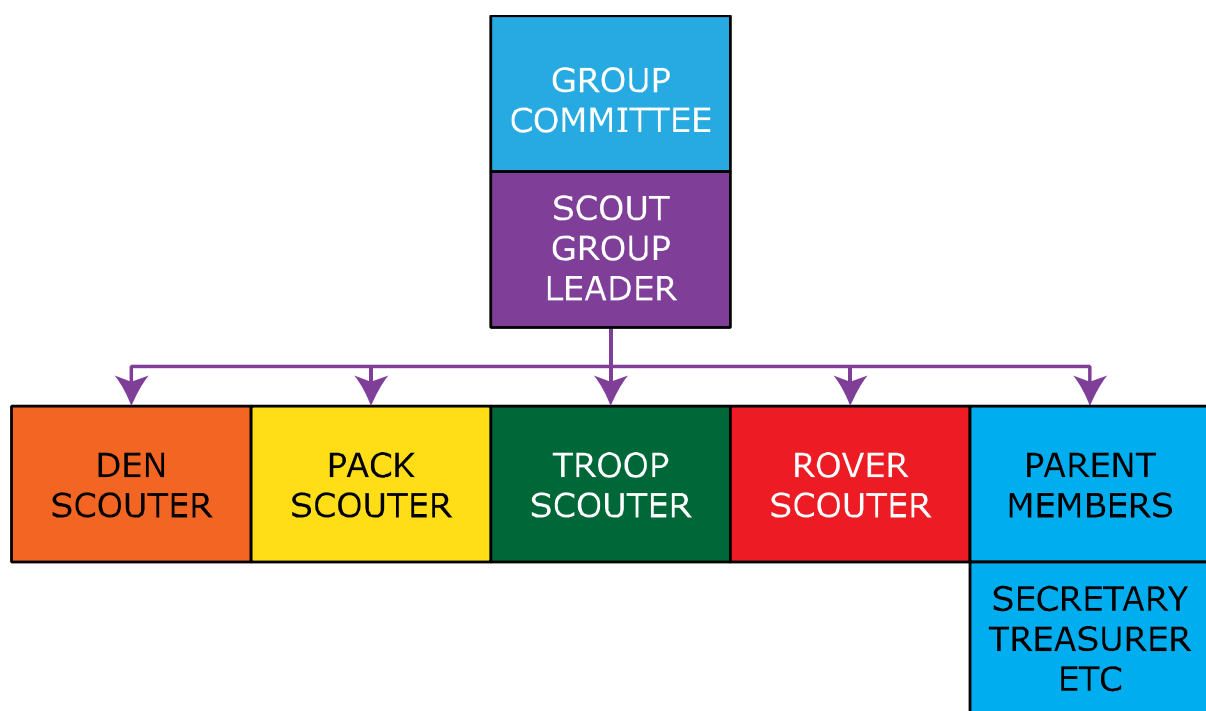
5.7 The Group Committee

The Group Committee is chaired by the SGL and comprises the Unit Leaders (DS, PS, TS and RS), together with parent members elected at the AGM. A Secretary

and Treasurer are two key roles for which parents are appointed at the Annual General Meeting (AGM).

The primary role of the Group Committee is to coordinate the activities of the Group and ensure that adequate facilities for meetings and equipment for the Meerkat, Cub and Scout programmes are available, and that appropriate Adult Leader Training (ALT) is available to all adult members in the Group, at no cost to the individual.

The parent members of the Group Committee should help with fund raising, communications within both the Group and community, as well as social activities and all logistical support that the Den, Pack, Troop and, to a lesser extent, the Crew requires.



5.8 The Parent Support Association

The Parent Support Association (PSA) comprises the parents and legal guardians of all Meerkats, Cubs, Scouts and Rovers in the Group.

5.9 Commissioners (National, Regional & District)

Commissioners are personally appointed by the Chief Scout and Chief Commissioner at three levels, National, Regional or District. They accept responsibility for Scouting within a geographical area

They also coordinate support for other Adult Leaders (both operational and administrative), which is provided by the Support Teams.

These Commissioners are **personally responsible** to the Chief Scout and Chief Commissioner for ensuring that the members of SSA in their area of responsibility fulfil the requirements of the posts they voluntarily accepted when they joined SSA. They also support the Groups in ensuring that all activities and events that are undertaken in the name of Scouting, adhere to the requirements and regulations of SSA (as laid out in the OR and Policies of SSA).

They are primarily responsible for the organizational management of the Adult Leaders, the evaluation and monitoring of the Aims and Principles of SSA, and for the constant monitoring of the youth development that has been devolved to the Adult Leaders of Units.

A large part of the role of a Commissioner is being in constant contact with adults who seek guidance, support and advice. This can be fuelled by the Adult Leaders being inexperienced and looking for re-assurance each step of the way. Generally, Commissioners have had several years of experience as Unit Leaders, or have other relevant knowledge and experience.

5.10 Region Support Teams

Providing support to Adult Leaders is the responsibility of the Region Teams for Meerkats, Cubs, Scouts, Rovers, Adult Leader Training and Adult Resources. Each team in a Region is led by an experienced leader who is appointed as the Regional Team Coordinator(RTC). There are also the Property, Finance and Marketing Teams. The National Chair of each team is a member of the National Management Committee (Manco).

5.11 The National Office

SSA has a National Office, headed by a CEO, with a limited number of financial and administrative staff. Some Regions also have offices.

6 Training

Scouting for an adult member is not “just a couple of hours a week”, but rather a lifestyle that one gets involved in. Within your stay in Scouting you are expected to attend training courses. For Operational Members, some courses are pre-requisites for obtaining your Warrant or Wood Badge, while others are specialist courses that will improve your Scouting skills and personal knowledge.

The Scout Movement offers all Scouters the opportunity to undergo training. This training is designed to be progressive so that each Scouter will have all the necessary “tools” in their ‘Toolbox’ to perform their task as their journey within Scouting progresses. The training is presented in such a way that it is practical and that the ultimate result will be that the youth to whom it is relevant will grow to be good citizens while having fun and adventure.

Depending on the “Branch” of Scouting you have chosen, your training path will be along the following lines:

- **Stage One – Introduction to Adult Leadership (IAL) Training:**

This handbook is part of this Stage One, which stage focusses on:

- the Aim and Principles of SSA;
- Methods used in the Meerkat Den, Cub Pack, Scout Troop and Rover Crew;
- How the Movement is organised in South Africa;
- Roles and responsibilities relevant to their position in Scouting;
- How to run a basic Den, Pack or Troop meeting and
- resources available to a new Scouter (support, training and Scouting literature).

If you were in the Movement as a Scout, you will be helped to gain the additional knowledge that an adult needs and view the Movement from an adult’s point of view.

After successful completion of the training, you will be eligible for a Limited Warrant valid for 18 months.

- **Stage Two - Warrant Training:**

The training is often held over one or two weekends. It may include extra skills training days or half days. There are different courses for each branch and for SGLs and Commissioners.

Stage Two focusses on:

- Planning and running successful meetings
- Planning and running successful activities, especially outdoor ones
- Practical Scouting techniques are demonstrated and practised.
- Training and developing the youth

The Scouter should arrange to attend this course as soon as possible after the first Course and certainly within 12 months.

After successful attendance on the course, you can be awarded a Warrant (valid for up to five years) and you may also wear the leather "Turks Head" woggle.

- **Stage Three – Wood Badge Training:**

- Wood Badge training is designed for different Branches, SGLs and Commissioners. It is open to Scouters who have successfully completed Stage Two Warrant training appropriate to their Branch. Wood Badge training should be tackled two to three years after completing the Warrant training. It is designed to provide an in depth look at Scouting and why we do things the way we do them.

The *Wood Badge* consists of two wooden beads on a leather thong worn round the neck. It is the sign of the Scouters who are continuing to strive to fit themselves to do a better job of Scouting. With the award of the Wood Badge goes membership of the *1st Gilwell Park Group* – Signified by the group scarf with a patch of McLaren tartan on the point.

- **Specialist Courses:**

- These are offered in such aspects as:
 - Cub Camping and Pack Holidays;
 - Scout Camping;
 - Hike Leadership;
 - First Aid
 - Handicrafts,
 - Pioneering,
 - Water Awareness,
 - Air activities
 - And many more depending on the demand in the Region.

Scouters with an interest and ability to, train other Scouters, can continue their training and become members of the Adult Leader Training Team.

7 The Policies of SCOUTS South Africa

SSA has a number of policies that members are expected to read and study and then abide by. The policies listed below will be discussed in more detail on the Stage One – IAL Training Course, however, when filling in your AAM form, you will acknowledge that you have read and understood the **Member Code of Conduct** and the **Child Protection Policies**.

These two policies are available from your SGL, DC or online at www.scouts.org.za.

Please spend a little time to read these policies and discuss them with your SGL or DC. They are there to assist and safe guard us, as adults, in working with the youth of our country.

The following policy documents are also important and during your training you will be required to become familiar with the contents of those that are relevant to your role. You will also need to have a general knowledge of the following Policies which are important when working in SCOUTS SA.

Organizational Rules (OR):

- Provides details of the Organisational structure and Rules applicable to the operation of SSA.

Safe Scouting Policy:

- Sets out the requirements for running all Meerkat, Cub, Scout and Rover activities.

Uniform Policy:

- Sets out the correct uniform for youth and adults in all roles.

Adult Support Policy:

- Provides SSA policy on recruiting, training, recognizing and rewarding adult members.

There are other Administrative Policies which are all available on the SSA web site: www.scouts.org.za

Another useful book is the Ceremonies book also available from the SSA website.

8 New Adult Leaders in SSA

8.1 Application for Adult Membership of SCOUTS South Africa

To start the ball rolling for you to join the Movement as an adult, after reading and discussing this document with your SGL, DC or their nominee, you will be asked to complete the Application for Adult Membership Form.

On the form, you will be asked to submit two references from people who have known you for more than 5 years and to whom you are not related. This is necessary to ensure that we bring new people into SSA who have the right values, ethics, mind-set and interests, as well as a sense of responsibility and commitment.

If you plan to work with Meerkats you also need a Police Clearance certificate to go with your application.

8.2 Uniform

Before being invested, it is desirable to obtain the uniform applicable to your role.

It is common practice that the Group covers the costs of a uniform for its new Adult Members, but it is always best to confirm the exact arrangements with the SGL before incurring the cost of a uniform.

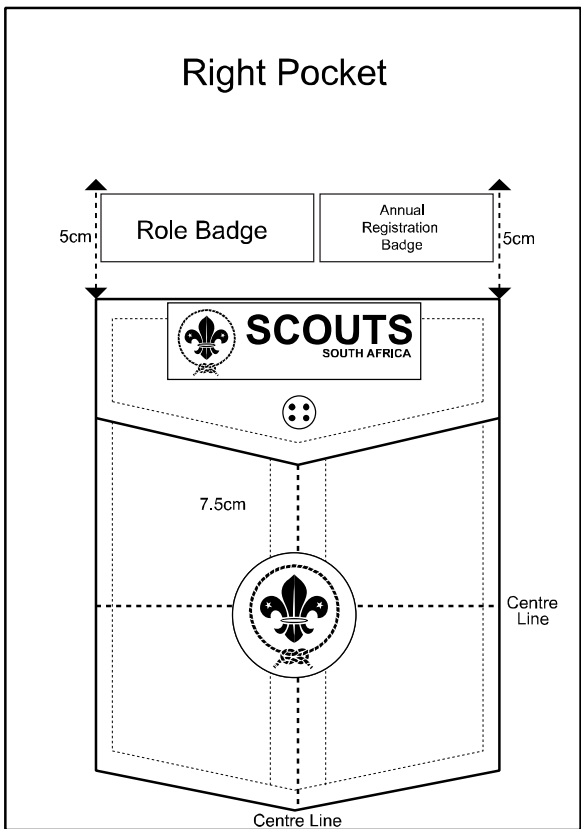
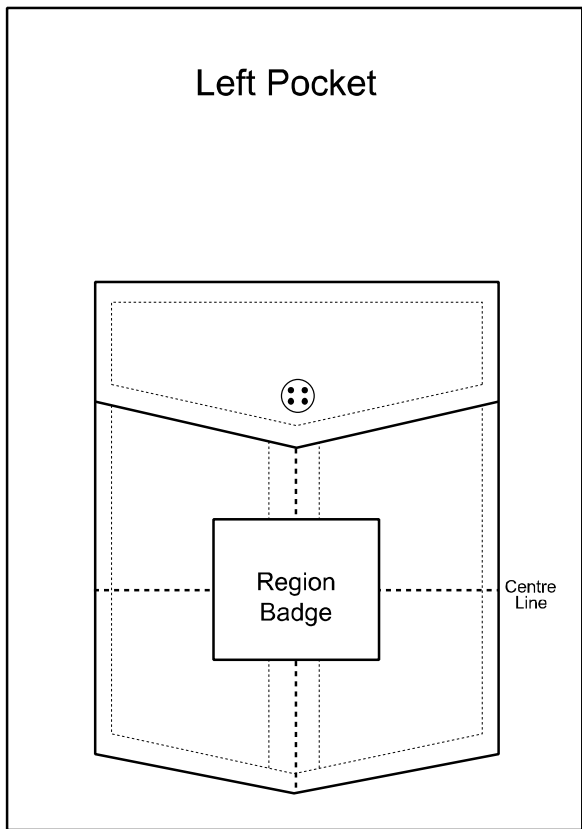
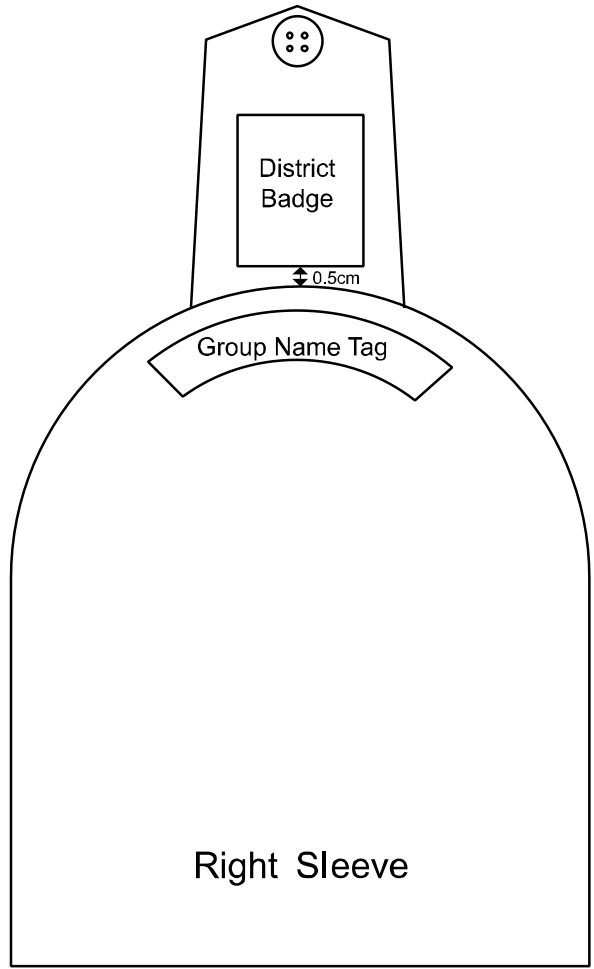
Where this is not possible, the Scouter may have to obtain their own uniform from the Scout Shop in their area or from the on-line shop www.scouts.org.za.

8.3 Investiture

As soon as the pre-requisites for membership have been met, the new Adult Leader will be invested within their Group in accordance with the accepted ceremonies of the SSA. They will be required to make the Scout Promise for the first time during this ceremony and on Investiture; they will be presented with the Group Scarf, World Scout Badge and Regional, District and Group Badges.

If they were previously invested, they will not be reinvested, but will be required to renew their Promise after which, if they are attached to a new Group, their new Group Scarf will be presented to them.

The following Badge Charts are a guideline to where the badges go, but it is always best to confirm with the SGL before starting to sew!



8.4 Support from the Group

If you are totally new to Scouting, you are more than likely confused by the strange terms used in ordinary conversation, terms like Group Committee, District Scouters Council, Springbok, and Scout Award, *etc.* You will probably be wondering why people used their left hands to greet each other, why most Scouters wear a unique necklace with different numbers of small wood pieces attached to them, and why some uniforms are khaki, and others are blue or white. Some of the abbreviations that we use are listed at the beginning of this handbook.

What should the SGL do?

The SGL and Unit Scouters will help a new Scouter by:

- Answering questions about the terms used in Scouting;
- Explaining the various structures in Scouting;
- What the members of the various teams do;
- Provide information on the background of the Scout Group and District, their history, the resources and equipment available;
- Arranging visits to the other Units of the Scout Group, or to other Groups in the District and to District meetings, and
- Arranging introductions to other Scouters in the Group and the District.

What else will help?

Your SGL will probably introduce you to many books and people to help with the process of understanding your job fully. It is not so much a matter of needing to know the answer every time, but rather knowing where to find the answer. Your Scout Shop carries a whole range of books, many of which are available electronically for download from www.scouts.org.za.

8.5 The Mentor

Who will be your Mentor?

Your Mentor will be a Scouter who has a Wood Badge in the appropriate discipline. They will have the necessary skills and experiences to assist and help you grow in the Movement.

Your Mentor will be talking to you about your past experiences at work, or in other organisations. This could lead to the recognition of existing skills and will help towards planning for future training. No-one, even the newest Adult Leader, comes to the Movement without some life experiences or skills that can be drawn on to the benefits of the youth we serve.

You will want the Mentor's friendship, re-assurance and support during these early days, to help you maintain your enthusiasm and to overcome any doubts or fears.

For a more experienced Scouter, the help of the Mentor might take the form of:

- Re-assurance, guidance and motivation in work with the Pack, Troop or Crew;
- Help and advice on how to complete projects assignments or observations associated with Adult Leader Training, and
- Guidance on projects and assignments as part of your Adult Leader Training.

All Scouters, whether new to Scouting or with some experience, will want to feel part of a large and successful Movement and the Mentor, together with other Scouters, is there to help.

What Does a Mentor Do?

Once you become part of the SSA as an Adult Leader, you will be allocated a Mentor. Quite simply, a Mentor is there to help and assist you to do your job more effectively, gain more personal pleasure and satisfaction, and develop in Scouting. When this happens, the youth will get better quality scouting, and that is important.

In Conclusion

The Mentor's role is one of the most important in Scouting, because it embodies every principle for which B-P stood. It is all about people helping each other by sharing skills and experiences in a spirit of friendship and cooperation. In helping young people take a constructive place in society, what better example can there be than adult Scouters working together in this way?

9 Way Forward

Thank you for your interest in Scouting and for reading this booklet.

We hope it has been useful and informative.

To help your understanding and to let us see where you may need some help, please answer the questions in the Worksheets which you have been given.

You should be able to answer the questions after reading this booklet.

**APPENDIX 1 –
Application for Adult Membership Form
example**

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Application for Adult Membership

DETAILS OF APPLICANT:

Full Names & Surname:																						
Title (Mr / Ms / Miss / Dr / Prof / Rev)																					Male	Female
Previous Surname (If Applicable)																						
Name known by:																						
Identity Number:											Date of Birth:	D	D	M	M	Y	Y	Y	Y			
Home No:											Cell No:											
Work No:											Fax No:											
Email Address:																						
Physical address:																						

 Code:

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Occupation:																				
Home Language:																				
Other Languages:																				
Medical Aid Scheme																				
Medical Aid Number:																				
Principal Member:																				
Doctors Name:																				
Doctors Contact No:																				
Disabilities/Allergies:																				

Interests & Hobbies:																				
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Partners Name:																				
Number of Children:	Boys:			Girls:																
Do you have a spiritual conviction or religious belief?	Yes:			No:																

Next of Kin:																					
Home No:											Cell No:										
Ethnic Group (Optional):	African	Asian	Caucasian	Coloured	Indian	Other															

This information is solely required for reporting the demographic statistics of the Movement
POSITION APPLIED FOR: (COMPLETE WHAT YOU KNOW, LEAVE REMAINDER BLANK)

Position applied for:																				
In the Group/ District/Team:																				
District:																				
Region/National:																				

PAST SERVICE: (Include Meerkat, Cub, Brownie, Scout, Guide, Rover, Ranger, Past Adult Service)

Position	From Date	To Date	Group / Crew / Company	No. Years

Total Adult Service Claimed: Operational _____ Years Administrative _____ Years

TRAINING:

Course	Date	Certificate No.	Course	Date	Certificate No.

AWARDS: (Include highest Scout / Guide / Rover / Adult Award)

Youth Awards	Date	Adult Awards	Date

DECLARATION OF CRIMINAL RECORD

Offence	Date of Conviction	Sentence

Kindly ensure that a copy of your identity document is attached to this application.

I agree that SCOUTS South Africa may contact the Referees named below, for a confidential reference for me.

REFEREES: (The referees should not be relatives and/or members of SSA)

Reference 1:

Full Names & Surname:

Home Address:

Contact No: Code:

Reference 2:

Full Names & Surname:

Home Address:

Contact No: Code:

Before signing this application form, the applicant must have read, accept and understand the following conditions of membership:

DECLARATION

In signing this application form, I declare that I:

- Have read, understood and accept the Aims of SCOUTS South Africa which are to promote the development of young people in achieving their full physical, intellectual, social and spiritual potentials, as individuals, as responsible citizens and as members of their local, national and international communities.
- Accept the need/requirement to undertake training which is applicable for the position being applied for, within time frames laid down by SCOUTS South Africa
- Understand the Child Protection Policy of SCOUTS South Africa which is intended to safeguard the welfare of all members by protecting them from physical, sexual and emotional harm.
- Understand that, in accordance with The Children’s Act (No. 38 of 2005) people working with children may be vetted against the National Child Protection database, agree to this and will give my full cooperation to SCOUTS South Africa to carry out the vetting on my behalf.
- Do not have a criminal record by having been found guilty by court of law other than declared above. Additionally, I have not been suspended or censured for any action concerning children, young people, sexual misconduct or related offences.
- Understand that because my voluntary work for SCOUTS South Africa may involve substantial contact with persons under the age of 18 years of age, any conviction involving minors which would be regarded as “spent” for other purposes must also be disclosed.
- Am not, to the best of my knowledge, the subject of any criminal investigation or awaiting the outcome proceedings against me before a criminal court or other tribunal.
- Understand that SCOUTS South Africa has the right to request me to provide a Police Clearance Certificate, or to obtain one for me.
- Undertake to report to the District Commissioner/Regional Commissioner or Chief Commissioner, as appropriate, any changes in their circumstances that could affect my role and membership of SCOUTS South Africa.
- Agree and authorize that photo’s, statements, audio – visual recordings, video and sound bites taken, recorded and collected from me during activities with SCOUTS South Africa may be used free of charge and at the discretion of SCOUTS South Africa as part of their marketing, communication and fundraising campaigns.
- Agree to work within the policies and rules of SCOUTS South Africa and its Member Code of Conduct.

PROTECTION OF PERSONAL INFORMATION ACT (2013)

I consent to SCOUTS South Africa processing any personal information I supply to them for administrating and maintaining my membership of SCOUTS South Africa. I confirm that my personal details and supporting documents as provided with this application may be uploaded to and managed on Scouts.Digital.

INDEMNIFICATION:

I hereby waive any right that I may have to claim compensation against SCOUTS South Africa or its Chairmen, Commissioners, Scouters, agents, employees, volunteers or other members, in respect of any loss, injury or damage incurred whilst engaged in any Scouting activity howsoever arising and whether as a result of negligence or otherwise and I indemnify SCOUTS South Africa against all such claims, which indemnification is binding upon my descendants and my estate.

AS A FUTURE MEMBER OF SCOUTS SOUTH AFRICA:

- I accept the values of Scouting as set out in the Aim, Principles and Method.
- I am prepared to make the Scout Promise.
- I understand that anything I do with young people must be to help them achieve the Aim of Scouting.
- I agree not to promote any beliefs, behaviours or practices, which are not compatible with the values of Scouting.
- I agree to work within the Organisational Rules and Policies of SCOUTS South Africa and its Member Code of Conduct.
- I confirm that I have read and understood the "This is Scouting for Adults" booklet prior to signing this application form.

Applicant Name _____ Signature _____ Date _____

As witness:

Name _____ Signature _____ Date _____

FOR OFFICE USE					
Applicant's details from SD and ID book submitted for vetting against the Child Protection Database by					
Name _____		Signature _____		Date _____	
Response received from Child Protection Database: No Record on Database Applicant has Record on Database					
Date Response Received _____		Name _____		Signature _____	
Application considered at the Warrant committee meeting on: _____					
Confidential References					
Dates returned: Reference 1 _____ Reference 2 _____					
Warrants Committee Decisions					
Confidential references satisfactory		Yes	No	Yes	No
Applicant has declared criminal record and referred to RC for a decision		Yes	No	Yes	No
Police Clearance Check required:		Yes	No	Yes	No
Police Clearance Certificate requested from Applicant or Group/ Region by:					
Name _____		Signature _____		Date _____	
Police Clearance Check Response received on _____ By: Name _____ Signature: _____					
Result of Police Clearance Check: Record on database		Yes	No		
Result of Police Clearance certificate sent to National Office _____					
If criminal record, details attached and referred to Regional commissioner by Chair of warrants committee on: _____					
Application for Adult membership. Accepted Rejected by RC					
Reasons for rejection, if applicable: _____					
Warrants Committee final decision					
Application for Adult membership. Accepted Rejected					
Reasons for rejection, if applicable: _____					
Warrants Committee Chair: Name _____		Signature _____		Date _____	
Applicant advised by:					
Name _____		Signature _____		Date _____	
Applicant updated to Member, or entered as Member on Scouts.Digital by:					
Name _____		Signature _____		Date _____	
SSA ID number allocated by SD:					
1. MASTER CHECK LIST: Document	2. Date	3. Checked	4. Document	5. Date	6. Checked
7. AAM Form completed	8.	9.	10. Reference checks completed	11.	12.
13. Copy of ID book received	14.	15.	16. Approved by Warrants Committee	17.	18.
19. Confidential References received	20.	21.	22. Police Clearance received (if applicable)	23.	24.
25. Application Uploaded to SD with copy of ID	26.	27.	28. Child Protection Database clearance	29.	30.