



Safeguarding Arrows

About This Activity

Safeguarding Arrows is an interactive discussion game designed to help Scouts SA volunteers explore real-world safeguarding and inclusion scenarios in a structured, respectful environment.

This activity works best as part of a volunteer training session or Group-level professional development. It is not a test - it is a conversation starter. There are no ‘right’ answers to every scenario but there are better practices, and this game is designed to help your team find them together.

This pack is designed for leaders aged 18+ working with youth in a Scouting context. Some scenarios address sensitive topics including abuse disclosure, gender identity, and bullying. Facilitators should feel confident to manage the discussion, or seek support before running the session.

Learning Outcomes

- ✓ Develop confidence in identifying and responding to safeguarding concerns
- ✓ Build shared understanding of inclusive practices across your leadership team
- ✓ Explore how Scouts SA policies apply to real situations
- ✓ Create space for open, respectful dialogue about challenging topics
- ✓ Strengthen team cohesion and a shared commitment to member safety

What You Need

Item	Details
Scenario Cards	18 cards - print and cut from within this pack
Arrow Tokens	One per participant (can be made or printed)
Facilitator Notes	Included in this pack
Participants	Best with 4-12 people; can work with larger groups
Time	45-90 minutes depending on group size and depth of discussion



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Facilitator Instructions

Read through all of this page before running the session. Read only the scenarios and provide arrow tokens to participants - keep your facilitator notes separate.

Setting Up

1	Arrange the Space Seat participants in a circle or around a table so everyone can see each other. Equal sightlines support equal participation.
2	Place the Cards Shuffle the scenario cards and place them face-down in front of you. You don't need to use all 18 - choose scenarios most relevant to your group.
3	Distribute Arrows Give each participant one arrow token. Explain that this is their voting tool for the session.

Running the Game

1	Pick a Card The facilitator draws a card and reads the situation aloud clearly.
2	Silent Reflection Everyone takes up to 30 seconds to think quietly. No talking during this time.
3	Share a Response One participant shares their thoughts or describes how they would respond to the scenario.
4	Vote with Arrows Point UP if you agree with the response. Point DOWN if you disagree. Point SIDEWAYS if you're unsure or see it as more nuanced.
5	Facilitate Discussion Guide a short discussion using the prompts in your Facilitator Notes. Draw out different perspectives, clarify policy, and address any misunderstandings. Keep it focused - aim for 4-6 minutes per scenario.
6	Repeat Draw and read the next scenario. Have the next person (moving clockwise) respond first to the scenario. Keep playing until the time runs out or the group has explored all scenarios.

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Facilitator Reminders

- ✓ **Observe the room** - Watch for participants who appear uncomfortable. Check in discreetly if required.
- ✓ **Keep momentum** - don't let discussions drag. Once the key learning is clear, move on.
- ✓ **Pass is always ok** - Any participant may pass on a question, no explanation required.
- ✓ **Encourage balance** - Gently redirect if one or two voices are dominating the discussion.
- ✓ **Know your responsibilities** - Be ready to direct participants to your volunteer upline or Scouts SA Head office if disclosures arise.
- ✓ **Seek support** - if you're unsure how to handle a discussion, it's ok to pause and seek advice from your volunteer upline.

Opening Script

Use this as a guide - adapt it to your own voice and style.

"Welcome, everyone. Today we're going to spend some time playing a discussion game called Safeguarding Arrows. It's all about listening, thinking, and respectfully sharing perspectives."

"In the middle of the table you'll find a stack of scenario cards — real situations that could come up in a Scouting context. Each of you also has an arrow, which you'll use to respond to what's shared."

"I will draw a card and read the situation aloud. We'll all take up to 30 seconds of quiet reflection — no talking, just thinking. Then one person shares how they'd respond."

"Using your arrow: point it UP to agree, DOWN to disagree, or SIDEWAYS if you're somewhere in between."

"After voting, we'll have a short guided discussion. I may ask questions to help us understand the topic more deeply. There's no single right answer - we're here to learn from each other."

"You can always pass if a question feels too personal or uncomfortable. This is a safe space."

"Let's keep things respectful, give everyone a chance to speak, and - most importantly - be open to hearing perspectives that might be different from your own."

"Any questions before we begin?"