

1 Private Conversations at Camp

SITUATION: A leader is seen inside a tent with a young Scout, talking privately with the fly closed.

Discussion Prompts

- ✓ What risks does this situation create, even if the intentions are good?
- ✓ How could the leader offer support while maintaining appropriate visibility?
- ✓ What does 'two-deep leadership' mean, and why does it matter?

Key Messages for Facilitators

- Emphasise the need for visibility and two-deep leadership - two adults present whenever possible.
- Discuss both physical and perceived safety. Even innocent situations can damage trust if they appear inappropriate.
- Link to the Scouts SA Safeguarding Policy and Adult Code of Conduct.
- The goal isn't to be suspicious of leaders - it's to protect everyone, including the leader.

KEY TAKEAWAY: Two-deep leadership protects both young people and adults.

2 Cultural Celebrations Overlooked

SITUATION: A leader from a culturally diverse background feels hurt that their important cultural celebration was ignored while the Group held a major event for a different cultural occasion (e.g. Ramadan overlooked while Easter was celebrated).

Discussion Prompts

- ✓ How should the Group respond to this leader's concerns?
- ✓ What processes would help ensure diverse celebrations are included in planning?
- ✓ How can we avoid unintentional cultural bias in our programs?

Key Messages for Facilitators

- Validate the leader's experience - feeling invisible or excluded is a real harm.
- Encourage Groups to maintain an annual calendar of culturally significant events, developed with input from members.
- Consult families and youth when planning programs - inclusion requires active effort, not assumption.
- Affirm that cultural identity is a core part of belonging in Scouting

KEY TAKEAWAY: Inclusion requires intentional planning, not just good intentions.

3 Inappropriate Language in the Hall

SITUATION: During a game, a Venturer uses a homophobic slur. Some youth laugh, but one young person walks away looking visibly upset.

Discussion Prompts

- ✓ What is your responsibility as the leader in this moment?
- ✓ How do you address the language with the group without outing or further harming the affected person?
- ✓ What ongoing expectations around inclusive language should be set for your unit?

Key Messages for Facilitators

- Act immediately but calmly — delay sends the message that the language is acceptable.
- Address the behaviour, not just the individual. Make clear that this language has no place in Scouting.
- Check in privately with the affected young person. Don't assume their identity or feelings.
- Use the moment to reinforce inclusive language expectations with the whole unit.

KEY TAKEAWAY: Address harmful language directly and calmly — every time.

4 Excluding a Youth Member with Additional Needs

SITUATION: A parent contacts you concerned that their autistic child is consistently being left out or unable to participate because leaders don't know how to adapt activities.

Discussion Prompts

- ✓ What does meaningful inclusion look like for this young person?
- ✓ What resources and support are available to help leaders adapt their program?
- ✓ How do you work with the parent as a partner, not just a complainant?

Key Messages for Facilitators

- Inclusion is not about lowering the bar — it's about removing barriers.
- Reach out to the parent early and involve them in planning. They know their child best.
- Scouts SA and the national body provide resources and training on disability inclusion.
- Adapt activities through universal design — changes that help one person often benefit everyone.

KEY TAKEAWAY: Parents are partners in inclusion, not problems to manage.

5 Social Media and Privacy

SITUATION: A leader posts a photo to the Group's public social media account that clearly shows a Scout's face. A parent contacts you, upset — they never gave consent for their child to be photographed or posted online.

Discussion Prompts

- ✓ What does Scouts SA policy say about photographing and sharing images of youth?
- ✓ How should this be handled with the leader, and with the affected family?
- ✓ What systems can prevent this from happening again?

Key Messages for Facilitators

- Consent for identifiable images of youth must always be obtained — at registration and confirmed for specific uses.
- Remove the image immediately and apologise sincerely to the family.
- Remind all leaders that public accounts require stricter protocols than private group chats.
- Implement a clear photography and social media policy and make sure every leader has read it.

KEY TAKEAWAY: Consent is not assumed. It must be actively obtained and documented.

6 Faith-Based Dietary Needs Overlooked

SITUATION: A Cub Scout with a halal dietary requirement attends a camp and discovers there are no suitable meal options. Their family was never asked about dietary needs during registration.

Discussion Prompts

- ✓ How could this situation have been prevented?
- ✓ What do we owe the youth and their family in response?
- ✓ How can dietary inclusion become standard practice at every event?

Key Messages for Facilitators

- Collecting dietary and medical information at registration is essential — not optional.
- Apologise directly to the family and ensure the youth is included and comfortable at the event.
- Inclusive catering planning benefits everyone — vegetarians, allergy sufferers, and diverse faiths.
- Build a standard pre-camp checklist that includes dietary, medical, and cultural needs.

KEY TAKEAWAY: Dietary inclusion is basic respect — plan for it from the start.

7 Youth Member Discloses Unsafe Home Environment

SITUATION: A Patrol Leader approaches you quietly to say that someone in their patrol has told them they don't want to go home because they feel unsafe there.

Discussion Prompts

- ✓ What is the Patrol Leader's role here — and what are their limits?
- ✓ What are the mandatory reporting obligations for leaders in this situation?
- ✓ How do you support both the Patrol Leader and the young person appropriately?

Key Messages for Facilitators

- The safety of the young person comes before any other consideration.
- The Patrol Leader did the right thing by telling you — affirm that and take it seriously.
- Leaders have mandatory reporting obligations. Contact your Group Leader and escalate via Safe Scouting immediately.
- Do not promise confidentiality. Do not investigate yourself. Listen, document, and report.

KEY TAKEAWAY: Listen, believe, document, and report. Do not investigate.

8 Resistance to Inclusion Training

SITUATION: A long-standing leader complains that Scouts is becoming 'too political' by offering gender diversity training, and says they don't see why it's necessary.

Discussion Prompts

- ✓ How do you respond to this leader without dismissing their concern or compromising on values?
- ✓ Why is inclusive leadership important for the young people in our Groups?
- ✓ What is the leader's obligation when Scouts SA has a clear policy position?

Key Messages for Facilitators

- Acknowledge discomfort as understandable — but distinguish discomfort from exemption.
- Refocus the conversation on the young people: every Scout deserves to feel safe and valued.
- Frame inclusion as core Scouting values — respect, duty to others — not political ideology.
- Leaders who cannot support the wellbeing of all members may not be suited to the role.

KEY TAKEAWAY: Inclusion is not optional — it's an organisational value.

9 Transgender Youth Accommodation

SITUATION: A transgender Scout wants to share sleeping accommodation with close friends. Before camp, a parent contacts you to object.

Discussion Prompts

- ✓ How do you balance the dignity and safety of the transgender Scout with the concerns raised?
- ✓ What conversations should happen before camp — and with whom?
- ✓ What does Scouts Australia's Gender Identity Guidelines say about this?

Key Messages for Facilitators

- Respect the young person's identity and engage with their family to understand their needs.
- Pre-camp communication is essential. Address accommodation proactively — don't wait for complaints.
- Consult Scouts Australia's Gender Identity Guidelines for clear direction on this situation.
- Every Scout has the right to participate fully and safely. Dignity is non-negotiable.

KEY TAKEAWAY: Proactive planning and respectful communication protect everyone.

10 Misgendering by Habit

SITUATION: A Scouting member continues to use incorrect pronouns for another member, despite being gently corrected multiple times.

Discussion Prompts

- ✓ What harm does repeated misgendering cause, even if it's described as 'accidental'?
- ✓ At what point does this become a formal concern rather than just a habit?
- ✓ How do we build a culture where inclusive language is the norm?

Key Messages for Facilitators

- Misgendering causes real harm — it signals to the person that their identity is not respected.
- After repeated correction, 'habit' becomes 'disregard'. This must be treated seriously.
- Offer kind but firm reminders, and escalate to a formal conversation if the pattern continues.
- Model inclusive language yourself — leaders set the tone for the whole group.

KEY TAKEAWAY: Repeated misgendering after correction is not a mistake — it's a pattern.

11 Gender Stereotypes in Patrol Roles

SITUATION: During activity planning, an adult helper assigns all physical and outdoor tasks to boys and all food preparation tasks to girls. No adult leader intervenes.

Discussion Prompts

- ✓ What is the impact of gendered role assignments on young people's development?
- ✓ What responsibility did the observing adults have in that moment?
- ✓ How do you address this after the fact — with the helper and with the group?

Key Messages for Facilitators

- Gendered role stereotypes limit all young people i.e. boys who want to cook and girls who want to build.
- The failure to intervene is itself a form of endorsement. Leaders must act in the moment.
- Rotating roles and explicitly challenging assumptions are active inclusion strategies.
- Scouting's goal is to develop capability and confidence in all youth, not reinforce social norms.

KEY TAKEAWAY: Not intervening is a choice. Silence endorses the behaviour.

12 Misgendering by Habit

SITUATION: After a meeting, a parent is running late. A leader offers to drive a Scout home alone rather than wait with them.

Discussion Prompts

- ✓ What are the risks in this situation — for the Scout and for the leader?
- ✓ What safer alternatives could the leader have offered?
- ✓ What policy should your Group have for situations like this?

Key Messages for Facilitators

- One-on-one transport without prior consent or a second adult is a clear safeguarding risk.
- Contact the parent, extend the waiting time, or ask another adult to stay — don't transport alone.
- Document the incident regardless of outcome, and review your Group's after-meeting procedures.
- The rule protects everyone — the Scout, the leader, and the organisation.

KEY TAKEAWAY: Never transport a young person alone without consent and a second adult present.

13 Allegation Against a Respected Leader

SITUATION: A young person tells you they feel 'weird' around a particular long-standing leader, but struggles to articulate exactly why.

Discussion Prompts

- ✓ How do you respond to a disclosure that doesn't yet describe specific behaviour?
- ✓ What are your obligations even when the concern is vague?
- ✓ How do you support the youth without making promises you can't keep?

Key Messages for Facilitators

- Take every concern seriously. 'I feel weird' is a valid starting point — do not dismiss it.
- Do not promise confidentiality. Do not investigate yourself or confront the accused leader.
- Document exactly what was said and report immediately to the Group Leader and Safe Scouting.
- Treat the youth with care and keep them informed about next steps in an age-appropriate way.

KEY TAKEAWAY: Every concern deserves a serious response, regardless of who is involved.

14 Overfamiliar Digital Messaging

SITUATION: A leader frequently sends private direct messages to youth members — nothing explicitly inappropriate, but the volume and informality of the messages is notable.

Discussion Prompts

- ✓ What does Scouts SA policy say about digital communication between adults and youth?
- ✓ Why can frequent private messaging be a concern even when content seems harmless?
- ✓ How do you address this with the leader without accusing them of wrongdoing?

Key Messages for Facilitators

- Grooming often begins with boundary testing through normalised, frequent private contact.
- All digital communication with youth should be via group channels, visible to other leaders.
- Have a supportive but direct conversation with the leader and ensure they understand the policy.
- Review and update your Group's digital communication guidelines with all adults.

KEY TAKEAWAY: Digital boundaries matter. Keep youth communication visible and group-based.

15 Age Gap and Power Dynamics

SITUATION: A 19-year-old Rover Scout begins a romantic relationship with a 17-year-old Venturer Scout who participates in shared activities and events.

Discussion Prompts

- ✓ What safeguarding concerns does this raise, even if both parties appear willing?
- ✓ What is the role of adult oversight in this situation?
- ✓ How does a power imbalance affect the ability to give free consent?

Key Messages for Facilitators

- A significant age gap, combined with different section roles, creates a real power imbalance.
- The issue is not necessarily legality — it is about the ability to give truly free consent.
- Leaders should have a clear, non-judgmental conversation and seek guidance from Safe Scouting.
- The safety of the younger person must always be the primary consideration.

KEY TAKEAWAY: Power imbalances affect consent. Age alone does not define safety.

16 Physical Comfort and Touch

SITUATION: A leader hugs a distressed Scout who has hurt themselves. Another young person in the group questions whether the leader should have done that.

Discussion Prompts

- ✓ How should physical comfort be approached in a Scouting context?
- ✓ What are good alternatives to physical comfort that still show genuine care?
- ✓ How do we teach young people about consent and appropriate touch in a healthy way?

Key Messages for Facilitators

- Physical comfort can be appropriate — but should be guided by the young person's preference.
- A good starting point: 'Are you okay? Would a hug help?' gives the young person agency.
- Alternatives like sitting nearby, verbal reassurance, and calm presence are always appropriate.
- Use the opportunity to have a broader conversation with youth about consent and personal space.

KEY TAKEAWAY: Comfort can be genuine without assuming. Always ask first.

17 Adult Volunteer Feels Unsafe

SITUATION: A volunteer leader is being targeted by a parent on social media - with public posts making accusations about their conduct. The leader feels anxious and unsupported by the Group.

Discussion Prompts

- ✓ What support should the Group and organisation provide to this leader?
- ✓ What protections are in place for adult volunteers facing harassment?
- ✓ How do you balance responding to the parent's concern with supporting the leader?

Key Messages for Facilitators

- Leaders deserve protection and support, not just the young people in our care.
- Document all incidents and advise the leader to do the same. Report to the Group Leader.
- Escalate to Scouts SA for guidance on handling the parent's behaviour through official channels.
- Procedural fairness means both the concern and the leader's wellbeing must be taken seriously.

KEY TAKEAWAY: Safeguarding protects adults too. No one should face harassment alone.

18 Peer-to-Peer Digital Bullying

SITUATION: A Scout has been gradually withdrawing from activities. A Patrol Leader discloses to you that there is a group chat between patrol members where this Scout is being bullied.

Discussion Prompts

- ✓ What is the leader's responsibility when bullying happens outside of meeting times?
- ✓ How do you support the Scout who has been targeted without escalating the situation?
- ✓ What cultural strategies can prevent bullying from taking hold in a unit?

Key Messages for Facilitators

- Digital bullying is as serious as in-person bullying — it follows the young person home.
- Support the targeted Scout first. Acknowledge what has happened and take it seriously.
- Address the perpetrating behaviour firmly, with parents informed as appropriate.
- A proactive culture of kindness, belonging, and accountability is the strongest prevention.

KEY TAKEAWAY: Bullying outside meetings is still your responsibility as a leader.