WILD EAGLES
TRAFFIC LIGHTS OF EQUALITY

– a tool for the equality assessment of our scout troop

INTRODUCTION

What tool?

This tool will help us assess of who is joining our scout troop and who is staying involved. In addition, it helps to understand how our troop works and could work to be more open to more children and young people.

One of the core values of scouting is that scouting is open to everyone. For scouting to be open to everyone, also on a practical level, it is important that the diversity of the enthusiasts represents local diversity and that the activities promote a sense of belonging among the members.

This tool is used to initiate important conversations that promote diversity and inclusion in scouting. Once the starting point has been identified, we will select three development targets for ourselves, the promotion of which will increase our equality and diversity. Traffic lights point in the direction that everyone can be themselves in scouting. Keep in mind that in some areas, one emphasis works better than another.

Inclusivity, i.e. inclusion in scouting

We have opportunities to make Scouting more diverse, no matter how open we think scouting is to everyone. If our members are very similar, we can afford to improve. We want more children and young people to participate in scouting and become part of an important community.

With the help of this tool, we define what the current situation of the scout group is and what things can be developed in the future. The questions give us an overview of what kind of members our scout group attracts, how inclusive and supportive our scout group is, and how our scout group promotes the growth and flourishing of all its members in scouting. In addition to understanding the current situation, you will receive suggestions for possible areas for development.

How to use the tool?

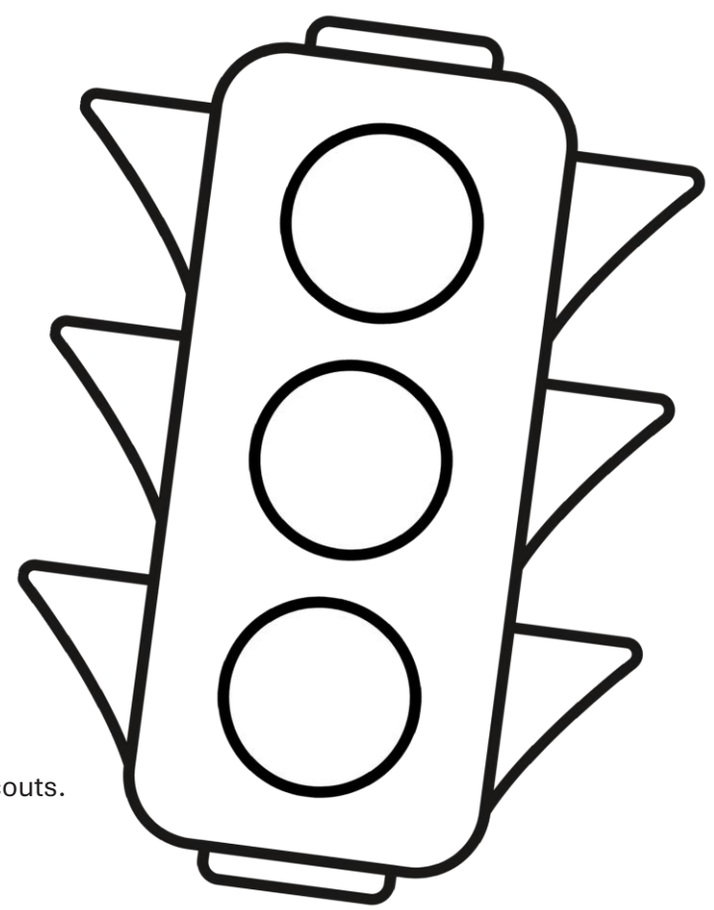
Together with leaders, adults and educators, we go through each question and choose the option that best reflects our current state. The debate shall take place on the questions together.

You need to be open and honest when filling out the tool so that it is as useful as possible. The red spots do not mean that the group is doing badly, but that there is an opportunity to improve the operations even further. Defining the starting point is the groundwork for making scouting more open.

If an area is in the red, it is useful to consider why this is the case, how the issue can be resolved and, furthermore, to decide on practical measures to take it forward.

What's next?

The world is not changed in a day, and even in this work it is important to proceed one step at a time. After we have studied the current state of the scout group with the help of questions, we will consider which points we want to promote during the coming year. The target is to implement about three measures per year. The issues to be developed have their own basis at the end of the tool.



The tool has been created based on material from UK Scouts.

Updated 03/2024.

TRAFFIC LIGHT

1. Is our group open to everyone?

Our membership excludes or gives priority to applicants e.g. based on gender, language, functional capacity, or belief.

We take every applicant with us to the scout group for membership applications on a first-come, first-served basis and space permitting.

We consider that our membership mirrors our area of operation demography. We actively support children and teens who from underrepresented groups to joining in scouting.

2. Are there representatives of different genders in our group?

Our group consists of only one gender.

One gender is overrepresented in our group.

The gender distribution in our scout group is balanced and there are also gender diversity (e.g. non-binary).

3. Do we support our rainbow members?

We are not doing anything to make our rainbow members aware feel comfortable being openly yourself in the activities of the scout.

If our member told us he was rainbow, our scout would support him.

We come up with appropriate ways to ensure that members of the LGBTI community feel comfortable being openly themselves in the troop.

Rainbow people refer to members of the LGBTQIA+ community. The combination of letters refers to both sexual and gender minorities: lesbian, gay, bisexual, transgender, queer, intersex and asexual. (Source: seta.fi)

4. Are there people with disabilities in our group?

There have never been any persons with disabilities in our group, nor has our scout. Take measures to involve them.

Our scout group has taken steps to make it possible to get involved.

Persons with disabilities are involved in the activities of our scout group and/or they are invited actively involved in the activities.

In the Act, a person with a disability refers to a person who, due to a disability or illness, has long-term special difficulties in carrying out normal life activities. (Source: Act on Services for Persons with Disabilities)

5. Does our scout troop consider the individual special needs (e.g. toilet pass user, need for quiet space, special diet)?

It is not customary to consider the individual special needs of our members.

Upon request, our scout group can consider the individual special needs.

Our scout group considers the individual special needs of its members and ask e.g. with joining the scout troop and event registrations.

6. Is our meeting place accessible?

We have not considered the accessibility of our meeting place.

We take action to make our meeting place more accessible where possible if needs arise.

We use the Kolotutka (Meeting Place Radar) tool and develop a meeting place accessibility on a regular basis. Meeting place's accessibility information has been described by the scout group website.

7. Do the members of our scout troop represent our own area in a diverse way?

The members of our scout group do not represent the diversity of the population in their area.

The members of our scout group represent a bit of the diversity of the population.

The members of our scout group include a diverse range of people from different backgrounds, and the members reflect the diversity of the population in their area.

8. How diverse is the leadership of our group?

There is no diversity in our leadership (e.g. gender, sexual orientation, ethnicity, disability, age, belief, socio-economic situation).

There is some diversity in our leadership, e.g. different genders and ages Persons.

Our leadership team includes people who are diverse and relatable role models for members and reflect the local population (e.g. gender, sexual) orientation, ethnicity, disability, age, belief, socio-economic situation).

9. Do we support children who speak a language other than Finnish or Swedish as their home language?

We only use materials in Finnish.

We know where to find scouting information in different languages if someone needs it. If necessary, we know how to use clear language and image support.

Our marketing events provide information about scouting in the languages used in our area, and we market our activities in a multilingual manner. We also use clear language and image support in our operations.

10. How our scout group treats low-income members participation fees?

We do not provide support for entry fees.

We provide support for entry fees so that everyone can participate. Information on the support is not publicly available but is agreed on a case-by-case basis.

We offer support for entry fees. This information is public and easily accessible.

11. What kind of capabilities do our leaders have for inclusive scouting?

None of our leaders have attended inclusivity trainings.

Some of our leaders have attended inclusivity trainings.

All our leaders have completed at least one inclusivity training and actively strive to develop skills, knowledge and confidence to organize inclusive scouting.

Inclusivity means a sense of belonging, inclusion and diversity.

12. How inclusive are the traditions and practices of our scouts?

We never look at the exclusions of traditions and practices. We do not interfere exclusionary or offensive behavior, attitudes or language.

We take a random look at the exclusions of traditions and practices. We sometimes intervene in exclusionary or offensive behavior, attitudes and language.

We regularly review the inclusiveness of traditions and practices. We always intervene in exclusionary or offensive behavior, attitudes and language.

13. How new volunteers are included in our scout troop?

We do not give special support to new volunteers, but we expect them to: merging with operations on its own.

We tell new volunteers that help is available when needed, but they must do it themselves be active in asking for help.

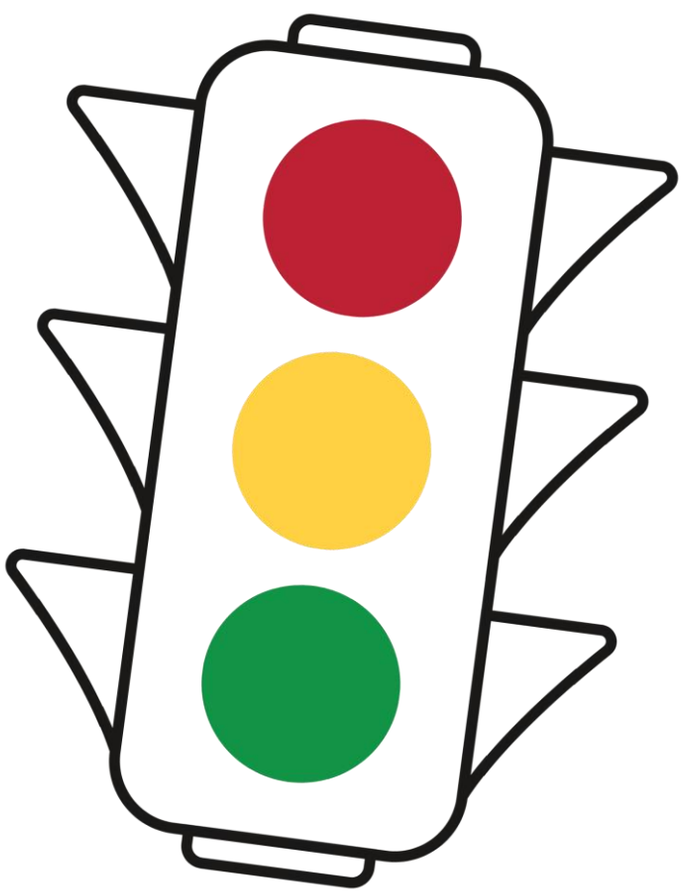
We actively support new volunteers to form groups and offer help with familiarization. We make sure that new volunteers feel welcome in the group.

14. Do we support the maintenance of mental well-being in our group?

None of the leaders have attended mental well-being training, and we don't pay attention to it. We do not use a pair nesting system.

Some of our management teams have attended mental well-being trainings and we have paid some attention to the issue. We are familiar with the Paripesti (Double leader) system, but we do not use it.

A large part of the leadership of our scout group has attended training related to mental well-being. We actively promote mental well-being through various measures (e.g. pair positions, group leaders' tutoring ring). Our scout team has a trained and active safety adult who all members know. We pay attention to the individual well-being of our members.



PROPOSALS FOR ACTION

1. Is our group open to everyone?

Our membership excludes or gives priority to applicants e.g. gender, language, based on functional capacity or conviction.

We accept each applicant to join the scout group in the order in which membership applications are received and space permits.

We consider that our membership is mirrored in the demographic structure of our operating area. We actively support children and young people from underrepresented groups in Scouting to join Scouting.

DISCUSS

How can the situation be improved? Which groups are under-represented in the scouting troop, when comparing, for example, the Scout Troop? local school class? How could these children be reached?

MEASURES

- Discuss whether membership applications from minority groups could be given priority to skip the queue.
- Consider: Changing the scout group into a joint group and/or more active cooperation with the sibling group.
- Consider the possibility of practicing one's own beliefs during camps, excursions and camp evenings.

RESOURCE

- MOD, MOK and Social Accessibility Course: https://www.partio.fi/lippukunnille/lip-Management/Diversity/Other-Trainings-on-Diversity/
- Teflon test: https://maailmankoulu.fi/wp-content/uploads/2018/11/teflontesti.pdf
- Privilege walk (various instructions can be found by googling)
- Diverse Finland suitcase: https://rauhankasvatus.fi/wp-content/uploads/2022/09/Matkalaukkumoninainensuomi.pdf

2. Are there representatives of different genders in our group?

Our group consists of only one gender.

One gender is overrepresented in our group.

The gender distribution in our scout group is balanced and there is also gender diversity (e.g. non-binary).

DISCUSS

Why do we have this situation? Is it because of culture, history, practicality, or something else? Could this be changed?

MEASURES

- Increase leadership understanding of gender diversity by requesting district training or using the resources below.
- Identify and challenge gender-related norms and assumptions in your group. For example, consider the following. Do you have a roommate? Are some jobs gendered, i.e. do you have a separate e.g. Just girls' jobs?
- If it is not necessary for the activities to be aimed at one gender, consider the possibility of becoming a joint group.

RESOURCE

- Taking gender and sexual minorities into account in the scouting group: https://www.partio.fi/lippukunnille/lippukunnanjohtaminen/moninaisuus/sukupuoli-ja-seksuaalivahemmistojen-huomioiminen-lippukunnassa/
- From a girl/boy group to a joint group: https://www.partio.fi/lippukunnille/lippu-unnanjohtaminen/lippukunnan-hyvinvointi/lippukunta-muutoksessa/tytto-poikalippu- kunnasta-yhteislippukunnaksi/
- Scouting evening tea – Gender diversity and encounters with gender minorities in the local community: https://www.youtube.com/watch?v=qUyKZRDpvOQ
- Checklist for taking gender and sexual minorities into account in scouting: https://www. partio.fi/parempi-lippukunta-blogi/check-list-sukupuoli-ja-seksuaalivahemmistojen-huomioimiseen-partiossa/

3. Do we support our rainbow members?

We don't do anything to make our rainbow members feel comfortable being themselves openly in the group's activities.

If our member told us he was rainbow, our scout would support him.

We come up with appropriate ways to ensure that members of the LGBTI community feel comfortable being themselves openly in the activities of the group.

Rainbow people refer to members of the LGBTQIA+ community. The combination of letters refers to both sexual and gender minorities: lesbian, gay, bisexual, transgender, queer, intersex, and asexual. (Source: seta.fi)

DISCUSS

Do you assume the genders of your members? Is it assumed that your members are straight? Are LGBTI people talked about in a discriminatory way or jokes made at the expense of difference? Will discriminatory language, assumptions about a person's gender or sexual orientation be addressed?

MEASURES

- Remember that no one has to "come out of the closet", but that it must be safe for everyone, regardless of whether they belong to a minority or not.
- Support leaders' ability to meet LGBTI members, for example, through the Gender and Sexual Minorities in the Scout Checklist.
- Tackle bullying and discriminatory jokes immediately. Use common instructions for intervening (e.g. in the common rules of the scouting group).
- Check out Seta's Don't Assume guide and do some exercises.
- Participate as a scout or group in your community's Pride event.
- Display rainbow emblems, such as the Pride flag.

RESOURCE

- Taking gender and sexual minorities into account in the scout house: https://www.partio.fi/ for scouts/scout-leadership/diversity/gender-and-sexual minorities-in-the-scouts/
- Scouting evening tea – Gender diversity and encounters with gender minorities in the local community: https://www.youtube.com/watch?v=qUyKZRDpvOQ
- Checklist for taking gender and sexual minorities into account in scouting: https://www. partio.fi/parempi-lippukunta-blogi/check-list-sukupuoli-ja-seksuaalivahemmistojen- in Scouting/
- Seta's Don't Assume – Norms Inside Out guide: https://seta.fi/2013/12/11/jarjestot-vaativat-yhden-equality-revolution-schools/
- The norm-conscious leadership training will be piloted in February 2024.

4. Are there people with disabilities in our group?

There have never been any persons with disabilities in our group, nor has our scout Take measures to involve them.

Our scout group has taken steps to make it possible to get involved.

Persons with disabilities are involved in the activities of our scout group and/or they are actively invited to participate in the activities.

In the Act, a person with a disability refers to a person who, due to a disability or illness, has long-term special difficulties in carrying out normal life activities. (Source: Act on Services for Persons with Disabilities)

MEASURES

- The Everyone Involved training is aimed at supporting group leaders so that they are prepared to consider those in need of special support. Guide leaders to training.
- Scout training trains scouts for those in need of special support. Guide leaders to education.
- Get to know the Sisu (Disabeld) Scouts and consider whether you could set up a sisu group in your scouting group.
- The scout group does not need to set up a sisu group to involve people with disabilities in the activities. Discuss opportunities for participation and support needs with the participant and/or his/her guardian.

RESOURCE

- Scouting website about sisu scouting: https://www.partio.fi/lippukunnille/lippukunnan-johtaminen/diversity/sisu patrol/
- Sisupartio guide: https://www.partio.fi/wp-content/uploads/2018/05/sisupartio-opas2.pdf
- The districts and the Guides and Scouts of Finland organize Everyone Involved and Scouting trainings. Check the event calendars to find the next trainings.
- Everyone included: https://www.partio.fi/lippukunnille/lippukunnan-johtaminen/moninaisuus/all-by-the-koulutus/
- Scouting buddy: https://www.partio.fi/lippukunnille/lippukunnan-johtaminen/moninaisuus/partiokamu/

5. Does our scout troop consider the individual special needs (e.g. toilet pass user, need for quiet space, special diet)?

It is not customary to consider the individual special needs of our members.

 Upon request, our scout group can consider the individual special needs.

Our scout group considers the individual special needs of its members and ask e.g. with joining the scout troop and event registrations.

MEASURES

- When registering for events, give you the opportunity to indicate your special needs and take them into account at events.
- Be open about the fact that you can support the hobbyist with individual needs when asked.
- Discuss with the scout or his/her guardian the special needs of the scout and how the scout can help with them.
- Introduce the Easy to Come logo at local events.

RESOURCE

- Moodle training on social accessibility: https://www.partio.fi/lippukunnille/lippu-kunnanjohtaminen/moninaisuus/muut-koulutukset-moninaisuudesta/
- Everyone included: https:// www.partio.fi/lippukunnille/lippukunnan-johtaminen/moninaisuus/all-by-the-koulutus/
- Easy to Access - ID: shttps://www.partio.fi/partiolaiselle/apua-ja-ohjeita/tapahtumien-saavutettavuus/helppo-tulla-tunnus/

6. Is our meeting place accessible?

We have not considered the accessibility of our meeting place.

We take action to make our meeting place more accessible where possible, if needs arise.

We use the Kolotutka tool and develop a meeting place accessibility on a regular basis. Kolo's accessibility information has been described by the scout group website.

DISCUSS

What could be the benefit of promoting the accessibility of the hole? Could it be possible to reach more children and young people for action?

MEASURES

- Look at the Kolotutka tool and see what things are happening and could happen in your hole.
- Start discussions with the owner of your premises about how accessibility could be developed in your hole.
- Write the accessibility information of your facilities here on your homepage so that the information is available to everyone who needs it.
- Describe the yard area and arrival to the premises (public transport, parking facilities, difficult terrain such as hilly terrain or stairs, entrance signs).
- Describe the entrance and access to the space (stairs, elevator, heavy fire doors, thresholds).
- Describe the actual space and the toilets in use (stairs, thresholds, indoor air, echoes, whether there is a toilet for disabled people).
- For example: Our meeting space is in the city center [ADDRESS], which is easy to reach by local bus. Parking for your own car is approx. 20 meters from the front door. The meeting room is located on top of a gentle hill and the walkways are asphalted. You go up two steps to the front door and there is a ramp on the side, for example. wheelchair or prams. The meeting room is in the basement of the building, accessible both by elevator and stairs from the entrance floor. The meeting room is in the basement with two thresholds and a fire door. There are no windows in the space, but the building has good mechanical ventilation and there are no observations of indoor air problems. There is a disabled toilet next to the meeting room.

RESOURCE

- Meeting place accessibility: https://www.partio.fi/lippukunnille/lippukunnan-johtaminen/moninaisuus/miten-toiminnassa-otetaan-kaikki-huomioon/kolojen-esteettomyyden-tarkistuslista/
- Meeting Place radar: https://partio.emmi.fi/l/Mjj-JTtkt2WR

7. Do the members of our scout group represent their own regional language, religious and cultural groups?

The members of our scout group do not represent the diversity of the population in their area.

The members of our scout group represent a bit of the diversity of the population.

The members of our scout group include a diverse range of people from different backgrounds, and the members reflect the diversity of the population in their area.

DISCUSS

If your membership is one-sided, how can this be changed? Explore how children find a hobby? Is the entire population widely reached, for example? through schools?

MEASURES

- Look at the demographic structure of your region.
- Take social accessibility training with the management team in Moodle.
- Visit the local preschool and school and introduce the Scouting hobby to the children. In this way, you can reach the children of the area equally.

RESOURCE

- MOD, MOK and Social Accessibility Course: https://www.partio.fi/lippukunnille/lippukunnan-johtaminen/moninaisuus/muut-koulutukset-moninaisuudesta/
- Teflon test: https://maailmankoulu.fi/wp-content/uploads/2018/11/teflontesti.pdf
- Privilege walk (various instructions can be found by googling)
- Diverse Finland suitcase: https://rauhankasvatus.fi/wp-content/uploads/2022/09/Matkalaukkumoninainensuomi.pdf

8. How diverse is the leadership of our group?

There is no diversity in our leadership (e.g. gender, sexual orientation, ethnicity, disability, age, belief, socio-economic situation).

There is some diversity in our leadership, e.g. people of different genders and ages.

Our leadership team includes diverse and relatable role models for children and young people that reflect the local population (e.g. gender, sexual orientation, ethnicity, disability, age, belief, socio-economic situation).

DISCUSS

How do you ensure that leaders feel good about themselves? Where will new adults be recruited from and could new recruitment positions and methods achieve more diversity in the leadership team?

MEASURES

- Get more information on the subject, for example, through Scouting training.
- Try new recruitment locations and methods. Use clear language and, for example, image support and multilingual marketing materials for the patrol.
- Implement the Safer Space Principles in leadership meetings as well.

RESOURCE

- Social Accessibility Course: https://www.partio.fi/lippukunnille/lippukunnan-johtaminen/moninaisuus/muut-koulutukset-moninaisuudesta/
- Norm-conscious leadership training
- Principles of safe space: https://www.partio.fi/lippukunnille/lippukunnan-johtaminen/moninaisuus/miten-toiminnassa-otetaan-kaikki-huomioon/

9. Do we support children who speak a language other than Finnish or Swedish as their home language?

We only use materials in Finnish.

We know where to find scouting information in different languages if someone needs it. If necessary, make use of clear language and image support.

Our marketing events offer information about scouting with those used in our area languages and we market our operations in a multilingual manner. We utilize in operations also clear language and image support.

DISCUSS

What languages do your scouts use at home? What kind of need do you have for materials in different languages for communicating with guardians and activities for ages?

MEASURES

- Find out which languages are used in your area and use Scouting materials according to the results. Use clear language in your activities.
- Use the video communication cards with the people who use them in other environments.
- Market in other languages as well – marketing material can be found at the district office.

RESOURCE

- Scouting clearly and in different languages: https://www.partio.fi/lippukunnille/lippukunnan-johtaminen/moninaisuus/partiota-selkeasti-ja-eri-kielilla/

10. How does the scout group deal with low-income members participation fees?

We do not provide support for entry fees.

We provide support for entry fees so that everyone can participate. Information on the support is not publicly available but is agreed on a case-by-case basis.

We offer support for entry fees. This information is public and easily accessible.

MEASURES

- Does your scout group have the opportunity to support members in participation fees on a case-by-case basis?
- Agree on the terms and conditions of the support, make an application form open to everyone and inform members about the possibility of support.
- Inform members about the different possibilities for support (eg. Exemption from membership fees of the Guides and Scouts of Finland, background communities, municipality).
- Set up your own equipment rental shop, where members can borrow equipment needed for excursions, such as sleeping bags and sleeping mats.

RESOURCE

- SP's exemption from membership fees: https://www.partio.fi/partiolaiselle/jasenpalvelut/jasenmaksut-ja-laskutus/
- Financial support for the scout group -instruction booklet (section support for enthusiasts): https://partio.sharepoint.com/:b:/g/partioyhteisot/papa/toiminnanalat/lpktuki/EeofOtiMqRJucG1kH6v-n9EBwOhhAtdpKiMbB5W2RSW_____Q?e=sCaJsf

11. What kind of capabilities do our leaders have for inclusive Scouting?

None of our leaders have attended inclusivity trainings.

Some of our leaders have attended inclusivity trainings.

All our leaders have completed at least one inclusivity training and actively strive to develop skills, knowledge and confidence to organize inclusive Scouting activities.

Inclusivity means a sense of belonging, inclusion and diversity.

DISCUSS

Why haven't I attended the courses? Why would it be important to improve these capacities in the local community? In which position would such expertise be most needed?

MEASURES

- Encourage leaders to attend inclusivity trainings and set a realistic target for training volumes.

RESOURCE

- Safely together: https://www.partio.fi/lippukunnille/lippukunnan-johtaminen/toiminnan-turvallisuus/turvallisesti-yhdessa/
- Everyone included: https://www.partio.fi/lippukunnille/lippukunnan-johtaminen/moninaisuus/kaikki-mukaan-koulutus/
- MOK, MOD, Social Accessibility Training: https://www.partio.fi/lippukunnille/lippukunnan-johtaminen/moninaisuus/muut-koulutukset-moninaisuudesta/
- Easy to come - Moodle training: https://www.partio.fi/partiolaiselle/apua-ja-ohjeita/tapahtumien-saavutettavuus/helppo-tulla-tunnus/
- Norm-conscious leadership training (see Scouting event calendar)

12. How inclusive are the traditions and practices of our scouts?

We never look at the exclusions of traditions and practices. We do not address exclusionary or offensive behavior, attitudes or language.

We take a random look at the exclusions of traditions and practices. We sometimes intervene in exclusionary or offensive behavior, attitudes and language.

We regularly review the inclusiveness of traditions and practices. We always intervene in exclusionary or offensive behavior, attitudes and language.

DISCUSS

Does addressing exclusionary or offensive behavior, attitudes or language always depend on a few people? Does everyone have the capacity to intervene? Are some of the traditions or operating models of the scout group exclusive? Does everyone have the opportunity to participate in the traditions of the group?

MEASURES

- Implement the principles of safer space in your group. Go through them with the management and groups and print them on the walls of your premises.
- Discuss the traditions and operating methods of the scout group and agree on the rules of the game for the scout.
- Familiarize yourself with the instructions for identifying and intervening in harassment situations (example in the equality and non-discrimination plan of the patrol). Make sure that everyone has the ability and desire to intervene in inappropriate situations and that it becomes part of the Scout's operating culture.

RESOURCE

- Equality and non-discrimination plan of the Guides and Scouts of Finland: https://www.partio.fi/ wp-content/uploads/2022/02/Partion-tasa-arvo-ja-yhdenvertaisuussuunnitelma.pdf
- Principles of safer space: https://www.partio.fi/lippukunnille/lippukunnan-johtaminen/moninaisuus/miten-toiminnassa-otetaan-kaikki-huomioon/

13. How new volunteers are included in our scout troop?

We do not give special support to new volunteers but expect them to integrate into the activities on their own.

We tell new volunteers that help is available when needed, but they must be active in asking for help themselves.

We actively support new volunteers to form groups and offer help with familiarisation. We make sure that new volunteers feel welcome in the group.

DISCUSS

What kind of things make you feel welcome and part of the group? Do these things happen in your operations?

MEASURES

- Familiarize yourself with the orientation materials for new adults (First Year of Scouting for New Adults, Guide to Scouting Adventure, Welcome to Scouting training) and implement them in your scouting group.
- Take the position of adult Scout sponsor into use in your scout group. The sponsor makes sure that the new leader is not left alone, inspires and encourages, asks to join and asks how the new leader is doing and what he thinks about scouting.

RESOURCE

- Onboarding new adults: https://www.partio.fi/lippukunnille/pestien-tuki/aikuisten-rekrytointi/aikuisen-perehdyttaminen/

14. Does our scout support the maintenance of mental well-being?

None of the leaders have attended mental well-being trainings, and we don't pay attention to it. We do not use a pair nesting system.

Some of our management teams have attended mental well-being trainings and we have paid some attention to the issue. We are familiar with the Paripesti (Double leader) system, but we do not use it.

A large part of the leadership of our scout group has attended training related to mental well-being. We actively promote mental well-being through various measures (e.g. pair positions, group leaders' tutoring ring). Our scout team has a trained and active security adult whom all members know. We pay attention to the individual well-being of our members.

DISCUSS

In what ways does mental well-being already take mental well-being into account in the activities of the scouting group? Are the varying resources of the management considered? Is everyone supposed to be able to do the same amount? How do you receive worries or fears expressed by children, young people, or adults?

MEASURES

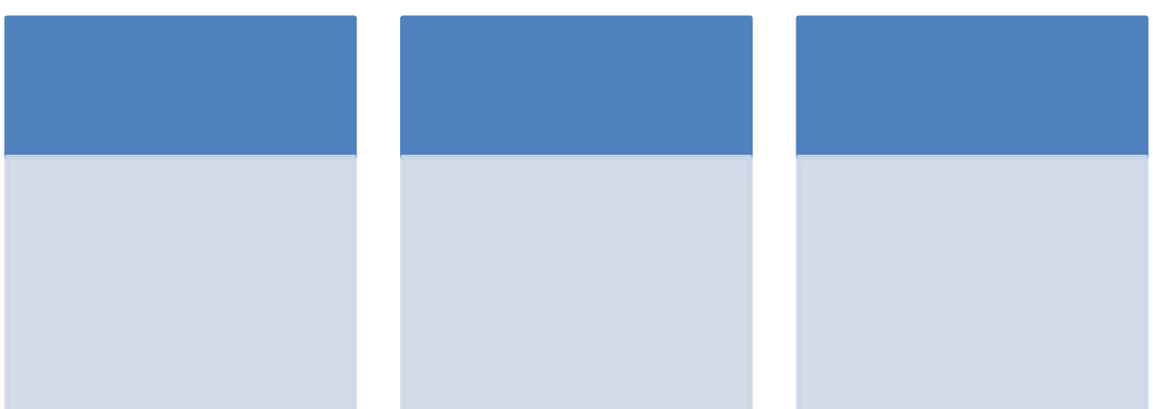
- Scouting organizes Young Mind trainings, which provide basic tools for supporting young people's mental health. Set a goal for x number of managers to complete training within a year.
- You can find the trainings in the event calendar.
- Introduce a safety adult position.
- Look at the Safely Together instructions.
- Make sure everyone has the right workload and everyone gets the support they need.
- Check where you can contact in crisis situations or other challenging situations, for example in a municipality.

RESOURCE

- Mental well-being in Scouting: https://www.partio.fi/ajankohtaista/mielen-hyvinvointi-partiossa/
- Task of security adult: https://www.partio.fi/lippukunnille/lippukunnan-johtaminen/
- toiminnanturvallisuus/turvallisesti-yhdessa/turva-aikuinen/
- Young Mind training: https://www.partio.fi/tapahtumakalenteri/?search=nuori%20mieli
- Comfortably Together in Scouting: https://www.partio.fi/lippukunnille/lippukunnan-johtaminen/toiminnan-turvallisuus/mukavasti-yhdessa/
- Erätauko: https://www.partio.fi/partiolaiselle/tekemista-ja-kokemuksia/eratauko-koulutukset/

SCOUTING GROUP'S PLAN FOR DEVELOPING EQUALITY AND NON-DISCRIMINATION

Things you want to improve



Measures, responsibilities, schedule and follow-up

Vastuu Aika Seuranta	Vastuu Aika Seuranta	Vastuu Aika Seuranta