

**SPECIAL NEEDS**  
**TEAM MEETING AT BUILTH WELLS**  
**6th March 2010**  
**By Jen Gallagher, 1st Gwernymynydd & Mold Scouts**

As there is currently no Welsh Representative for Special Needs, the Head of the Scottish Area came down to talk to us.

Some of the main points covered were as follows:

1. Scouting is probably the leading youth movement in the UK in terms of inclusivity.
2. The Special Needs team has been reassigned as part of the Diversity Team due to restructuring in Headquarters (details below).
3. Parents can be reluctant to inform Scouting Groups that their child has Special Needs, as they fear the child will be excluded. This is more common with milder forms of Special Needs. It is important to reassure parents that Special Needs do not have to be a barrier to their child being involved with Scouting
4. A young person with Special Needs should be treated the same as any other young person (as much as possible). They may not be able to play an active part in every activity, but will enjoy just being involved as much as possible.
5. The parents of children with Special Needs should be treated the same as other parents.
6. Diversity is not:
  - About judging by eye
  - Making assumptions about people based on stereotyping
  - Political Correctness
  - Driven only by legal compliance
  - Based around issues or quirks
  - A Burden
7. Diversity is:
  - Respect & understanding for individual differences
  - Finding a way to allow everyone's talent to shine
  - Actively seeking out diverse viewpoints & opinions
  - Openly challenging inappropriate & negative behaviours
  - Long term cultural change through evolution, not revolution
  - Dynamic & transparent leadership from all leaders, not just Special Needs ones!
  - The responsibility of all of us.

8. Having a young person with Special Needs in a group should not stop a full range of activities being available to all the young people in the group – activities can be modified to make them as inclusive as possible.
9. Help, advice & support regarding Special Needs is available from a wide range of sources.
10. Disability should not be seen as something to be cured or “coped with”, but rather as a positive asset to give a different window on the world. Having a young person with Special Needs in a group can enrich the group & teach children new ways of looking at things.
11. There is a Special Needs fund at Gilwell (& also possibly one in Wales) to help if additional equipment, etc is needed to accommodate a young person with Special Needs.
12. Funds are also available to cover camp costs if a carer is required to accompany a young person on camp – however, this does not cover wages.

## Diversity Team Structure

- UK Advisor for Diversity      Sheridan Allman  
(focus on Gender & Generational differences)
- Project Teams for 2010 – 2011
  - Accessibility                      led by Claire Devine (includes Special Needs)
  - Faith & Beliefs                      led by David Goodall
  - LGBT                                  led by Matt Mills  
(Lesbian, Gay, Bisexual & Transgender)
  - Community Cohesion              TBA.
- Diversity Ambassadors  
A national team, with local focus & delivery.

### Contact Details

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