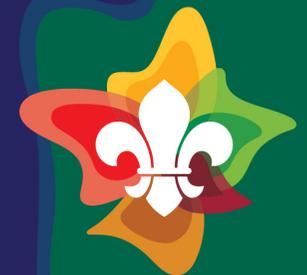


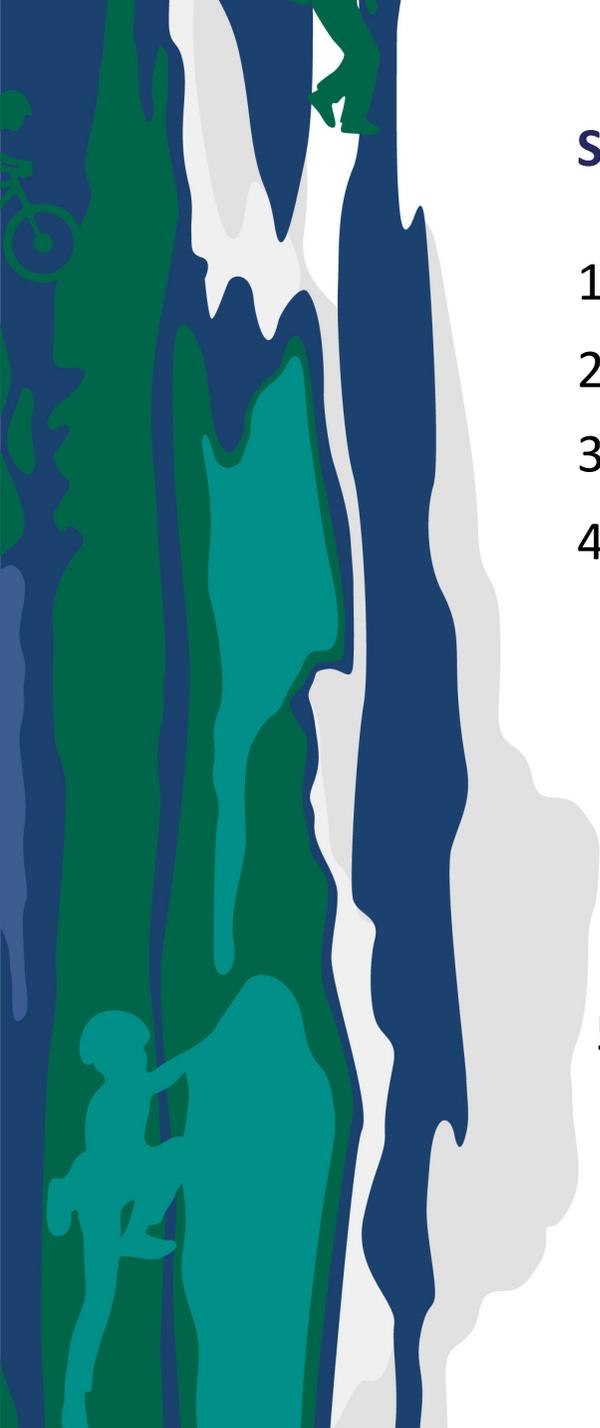
# Reasonable Adjustments and the achievement pathways

Webinar 8 September 2021

Presented by Clare Hanley, National Adviser Diversity and Inclusion, Scouts Australia



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## Session Outline

1. Scouts Australia's commitment to diversity and inclusion
2. What is reasonable adjustment and why is it needed?
3. When is an adjustment 'reasonable'?
4. Reasonable adjustment within the Achievement Pathways
  - Program essentials: participate, assist, lead
  - Special Interest Areas
  - Outdoor Adventure Skills
  - Peak Awards
5. Where to get further support and advice

## Our commitment to diversity and inclusion

- Scouting is an inclusive, values based Movement. Our membership is open to all young people and adults who share the fundamental values of the Scout Movement.
- Scouts Australia approved a new Diversity and Inclusion Policy and Standards in Aug 2020. This reaffirms our commitment to ensuring that Scouting is truly open and accessible to all, better reflecting the composition of our communities.

*“Scouts Australia will endeavour to provide **reasonable adjustments** to enable participation of people with disability on an equal basis as others. This may include... **adaptations to delivery of the program and implementation of the award scheme**, and supporting involvement of support people to assist with youth participation.”*

*(Scouts Australia D&I Standards, August 2020)*



## Legal Requirements

Scouting is also obliged by law to provide reasonable adjustments for youth and adults with disabilities to enable participation on an equal basis as others.

Members are eligible for reasonable adjustments if they have a disability, mental health condition or medical condition.

A list of relevant anti-discrimination laws is provided in the Scouts Australia D&I Standards.



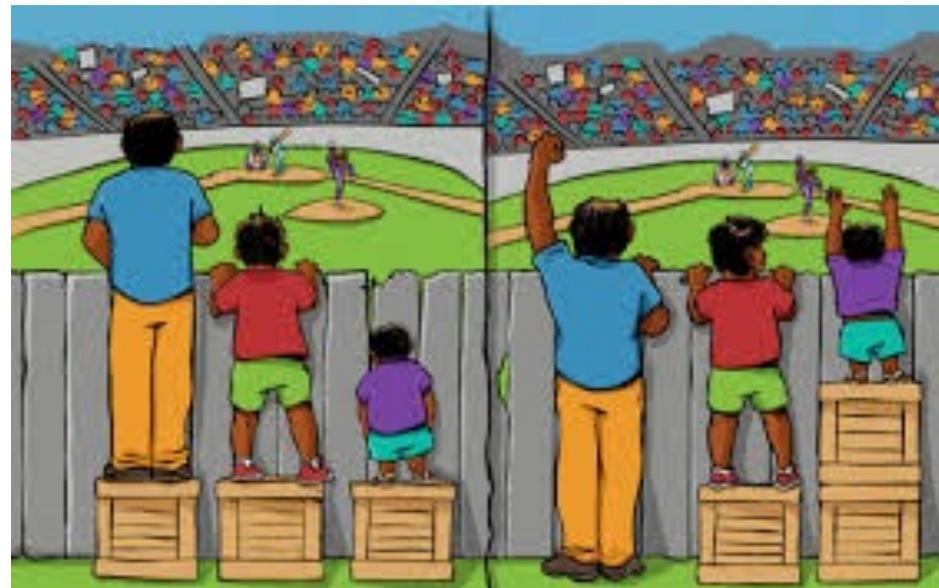
## What are reasonable adjustments?

- Reasonable adjustments are actions taken to enable individual Scouts with disability to participate in the Program on the same basis as other Scouts.
  - This is fundamental to ensuring that a Scout with disability does not experience discrimination.
- “On the Same Basis” means that Scouts with disabilities are provided with opportunities and choices that are comparable to those available to other Scouts without a disability.
- Reasonable adjustments complement more general strategies used to create an accessible and inclusive environment.



## Why is reasonable adjustment needed?

Sometimes when we treat everyone the same, the outcomes are not equal...



Reasonable  
adjustment

If we provide reasonable adjustments all youth can benefit from Scouting on an equal basis

## When is an adjustment 'reasonable'?

An adjustment is reasonable if it:

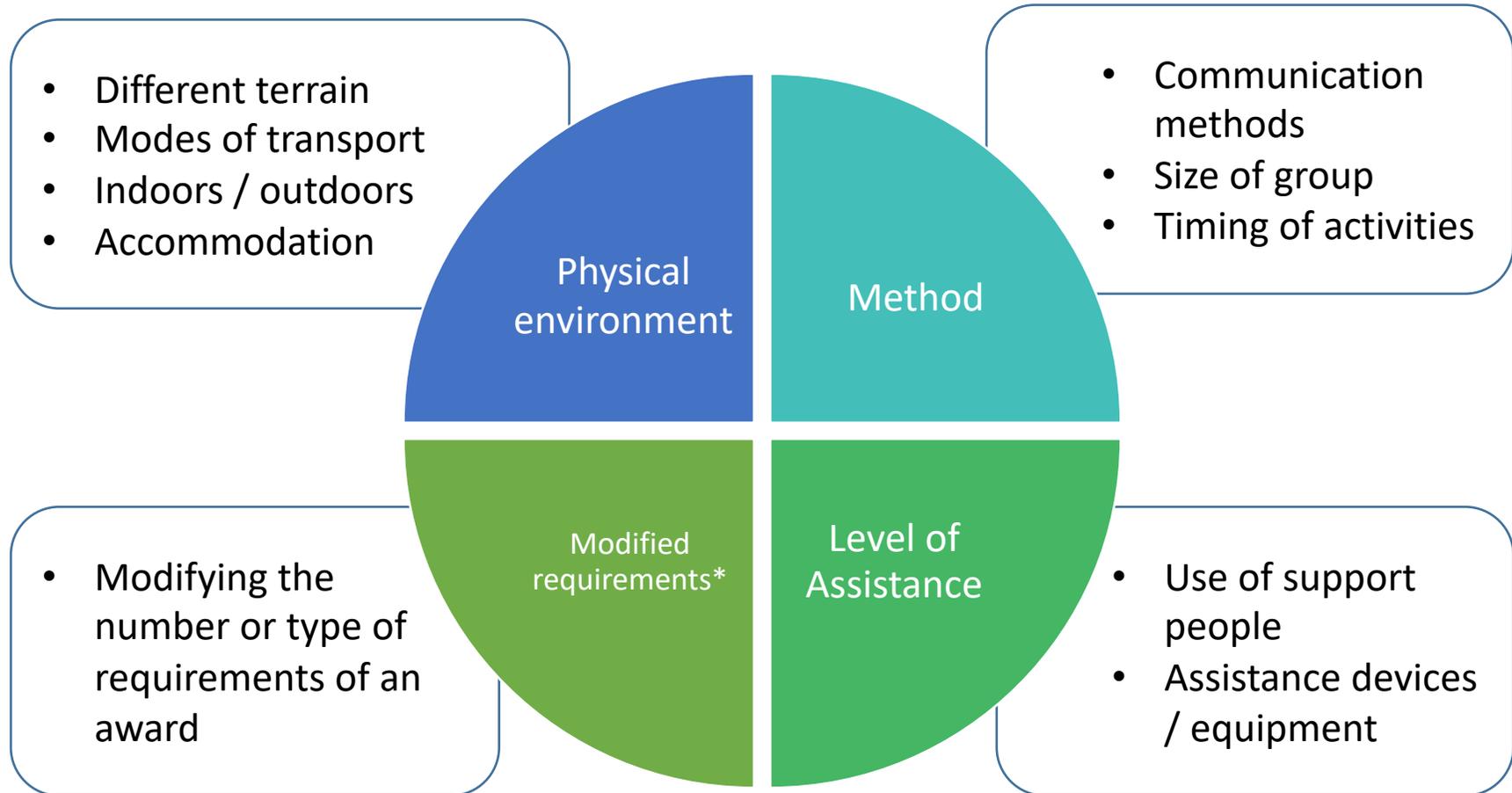
- Supports a Scout with disability to participate in the Program on the same basis as other Scouts
- Balances the interests, including safety, of all parties, such as the Scout with disability, Leaders and other Scouts
- Maintains the intent of the award

In deciding whether an adjustment for a Scout with disability is reasonable, consider the:

- Impact of the disability or medical condition on the Scout's level of participation and independence;
- Views and preferences of the Scout with disability and their parents/carers;
- Impact of the adjustment on all parties and any associated costs to the Group.



## Types of adjustments



## Achievement pathways

- Across all Sections, youth members participate in a personal progression suitable for their age group.
- The emphasis is on the youth member's **own interests and personal growth**
- Pathways cover dozens of topics and hundreds of badges to cater for young minds, eager to learn and explore.
- The progression in each Section culminates in a peak award, which has been designed to challenge youth members, but still be achievable for those willing to put in additional effort.

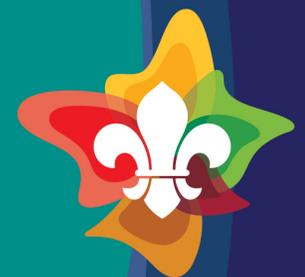


## General tips in identifying reasonable adjustments for the achievement pathways

- Don't focus overly on a Scout's diagnosis – focus on their capabilities and what they want to achieve.
- Start with keeping the requirements of the award the same, and look at how these can be achieved in a different way and/or with additional support, then adjust requirements if needed.
- Focus on **personal progression**
- Manage confidentiality and role of the Unit Council



Questions ?



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## Program Essentials

Milestone One



Milestone Two



Milestone Three



- Program essentials form the foundation of the Unit Program, where all youth are participating, assisting and leading a diverse range of activities.
- Program Essentials should be tailored to the individual's capabilities – the only standard is the individual's best, with the aim of personal development.
- Adjustments can be made to what 'participate', 'assist' and 'lead' means for different youth.
- If needed, the overall number of challenges involved in reaching a milestone can also be reduced.

**Discussion: In your Unit there is a youth member with Autism Spectrum Disorder, who finds it very difficult to speak in front of groups. How could she be supported to 'lead' an activity, to contribute to her Milestone 2?**



## Examples of reasonable adjustment

**Milestone 1 – lead** Yannik is a Venturer who recently moved up from Scouts. He has anxiety and is not comfortable to ‘run’ an activity for his Unit.

For his milestone 1 lead, he works with another Scout to organise a member of a local Aboriginal community to visit the Unit as a guest speaker.

- He contacts the community leader himself through email (with support from a parent) to arrange the speaker.
- Organises another Venturer to introduce the speaker on the night.
- Organises a small thank you gift to be given from the Unit at the end.
- Undertakes a review of the activity with the Unit Council.

## Special Interest Areas

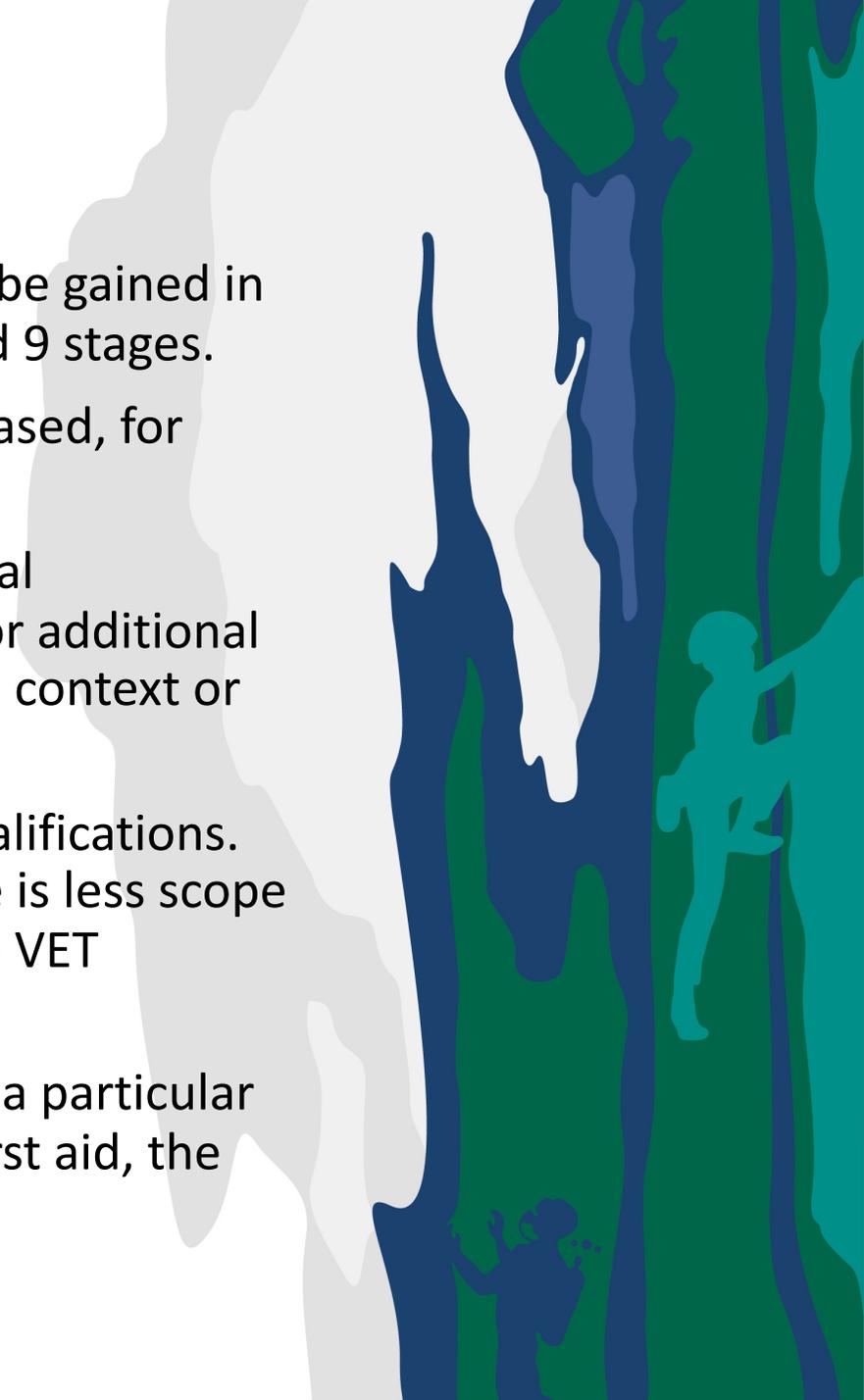
- Special interest areas are highly adaptable to the developmental needs and interests of each Scout.
- Personal goals should be set with the Scout and their leaders/support people. The focus is on **personal progression** rather than pre-defined standards.
- Support the Scout to determine a suitable goal for them, based on their unique skills and interests.
- The main requirement is the minimum hours of effort, and the use of plan-do-review.



## Outdoor Adventure Skills

A broad range of Outdoor Adventure Skills can be gained in Scouting, with each skill area structured around 9 stages.

- Outdoor Adventure Skills are competency based, for most Scouts this should be adhered to.
- Adaptions can be made to cater for individual impairments, including the use of adapted or additional equipment, support people, or adapting the context or circumstances of an adventure.
- Stages 5 and above are aligned with VET qualifications. While some adjustments can be made there is less scope for this if the Scout is wanting to receive the VET qualification.
- If for some reason a Scout cannot complete a particular required qualification, such as CPR within first aid, the Scout should do as much as they can.



## Examples: Outdoor skill adaptations

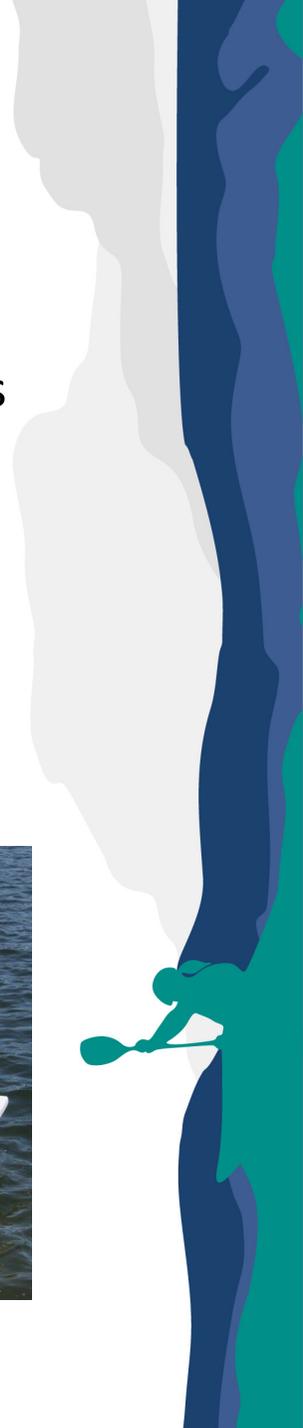


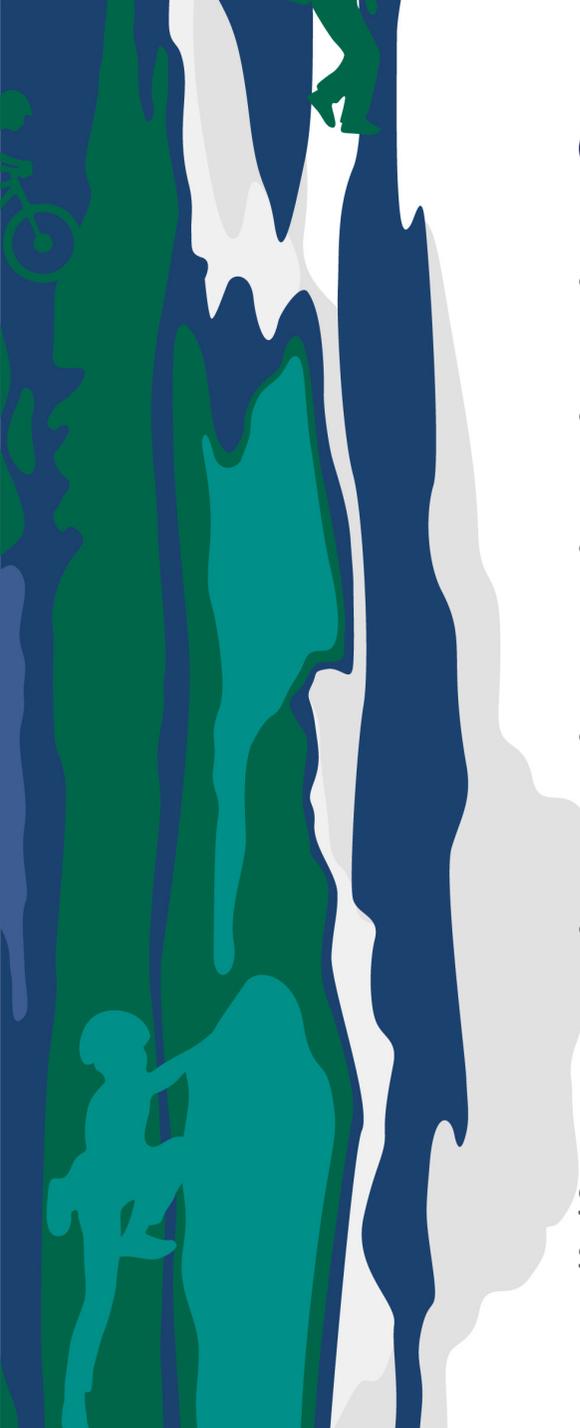
### Bushwalking

- Seth is blind and uses a white cane.
- When bush walking his Unit has learnt that one guide is suitable for easy terrain, but two guides are needed for difficult terrain.
- They also double the estimated time taken to complete the walk.

### Sailing

- Lachlan has ADHD and intellectual disability.
- His family spends extra time talking through activities beforehand so he knows what to expect.
- The Unit also makes sure he has particular jobs that he is responsible for to help him stay focused.

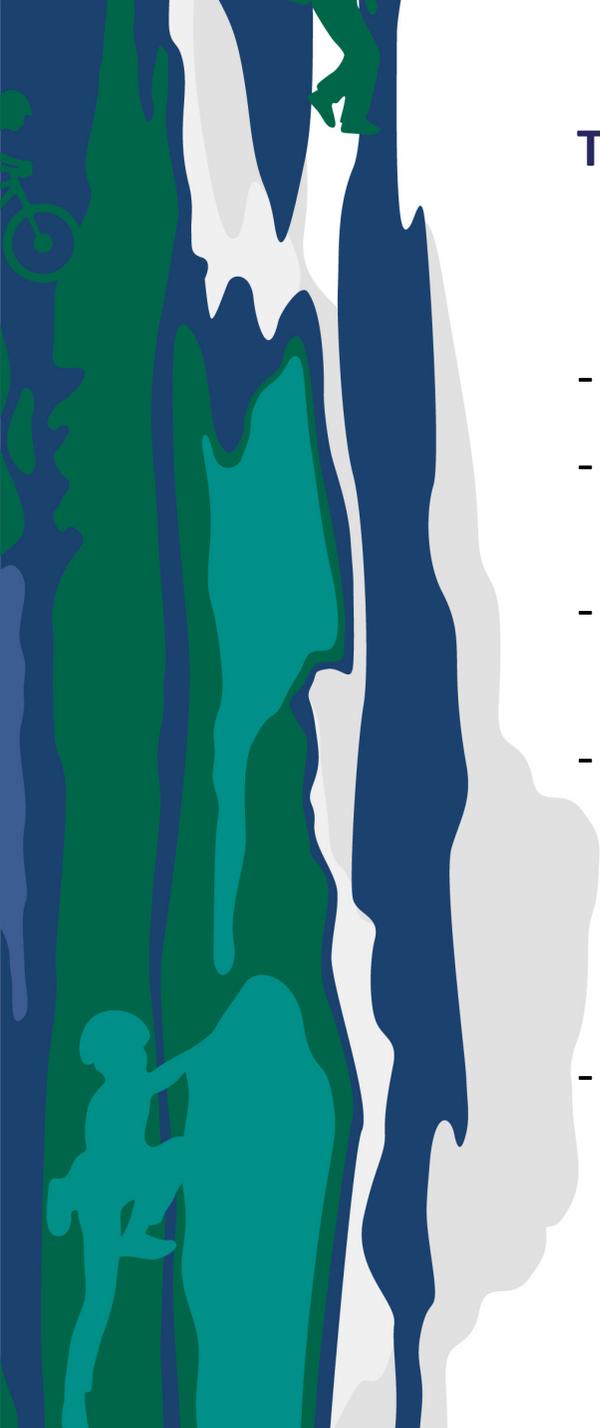




## Outdoor adventure Skills – stage 5 and above

- It is more challenging to make adaptations, particularly for people with physical disabilities.
- More adjustments can be made in the Core areas (bushcraft, bushwalking and camping)
- E.g. Stage 5 bushwalking requirement: *“I have taken part in two bush walks, one of which is two nights that I have led without Leaders attending”*.
- Stage 6 bushwalking requirement: *“I have bushwalked at least 100kms by end of stage six, including at least 4 overnight bush walks.”*
- This can be adjusted to something that is suitably challenging for the individual. Key is personal progression between levels.

In contrast, some specialist badges may be more difficult to adapt. E.g. Stages 6 and above cross-country skiing. Need to be able to physically ski to complete the badge.



## The Adventurous Journey

- Undertaken after commencement of Milestone 3
- Should present a real adventure – something challenging and exciting
- Scouts may choose from a range of different methods of movement – doesn't have to be walking!
- Can adjust the duration or increase level of support to enable a Scout to undertake the journey.
  
- **Discussion: What examples have you seen/heard of adventurous journeys being adjusted to meet different individual capabilities?**

## Example of reasonable adjustments:



Tyler is a Scout, and has cerebral palsy and epilepsy. He tires easily and has restricted movement on his right side.

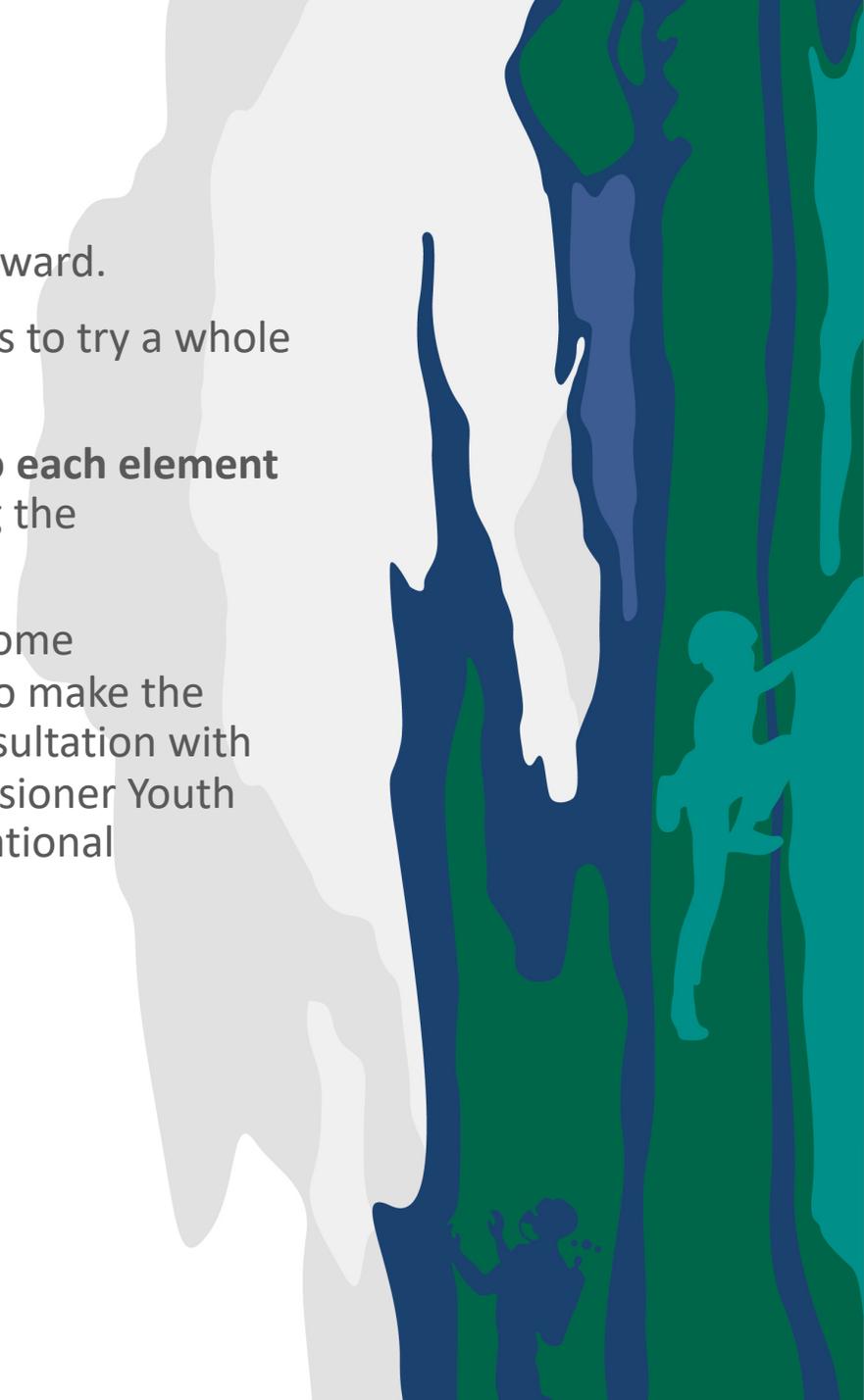
For his Explorer hike (adventurous journey) Tyler opted for a 30km bike hike. He spread it out across 3 days, and the Unit had a support vehicle on hand for when he needed a rest.

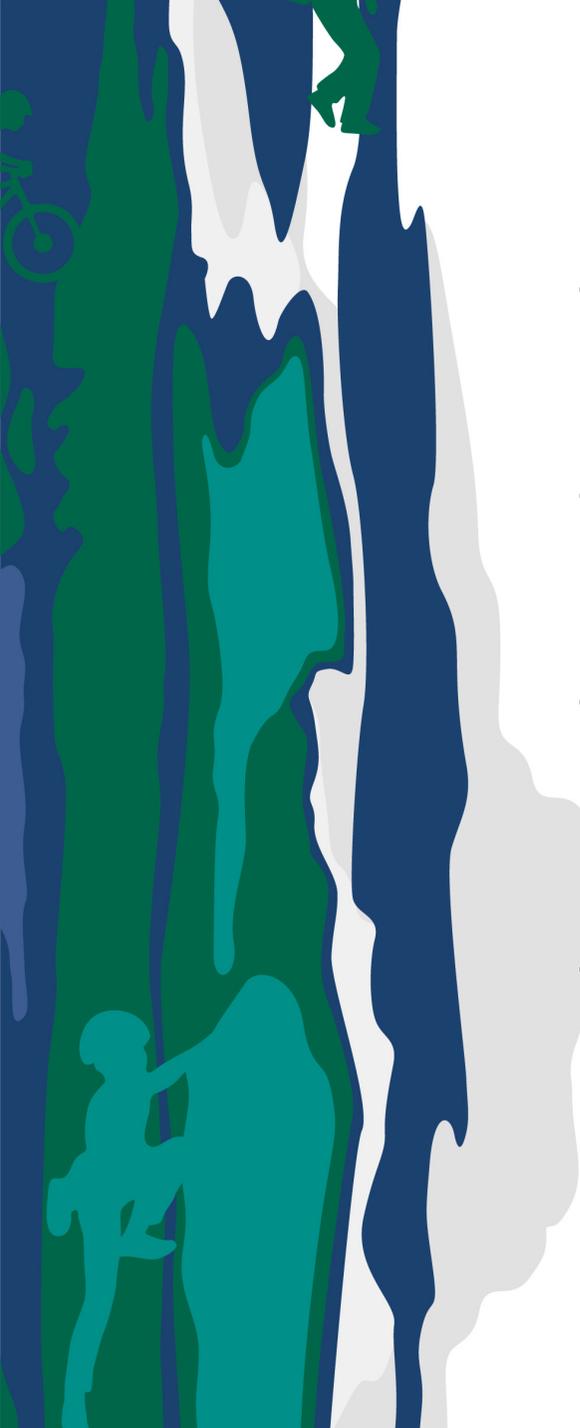
Caitlin is a Venturer with a vision impairment. For her expedition the Unit Council helped organise large print maps, and nominated one person to provide additional support with navigation and map reading.

## Achieving the peak award

All Scouts should have access to completing the Peak Award.

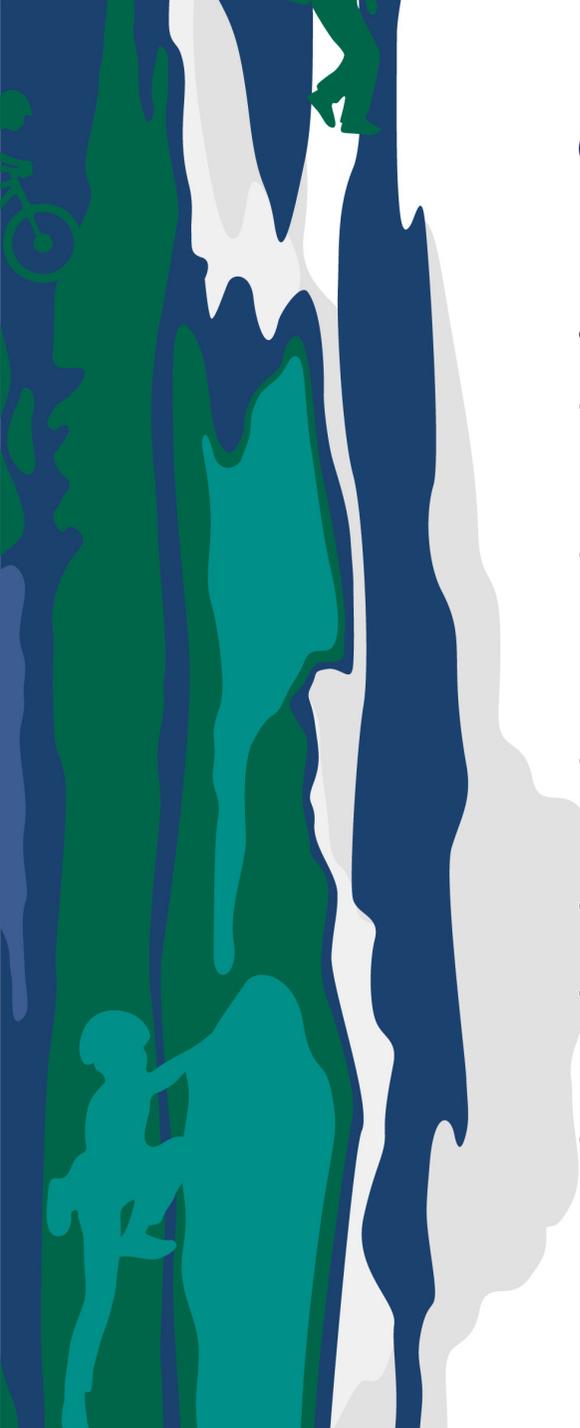
- The intent of the Peak Award is to encourage Scouts to try a whole range of different things.
- Wherever possible, adjustments should be made to **each element** of the Peak Award as needed, rather than adjusting the requirements of the Award itself.
- Adjustments to the requirements can be made in some circumstances where these are seen as necessary to make the peak award achievable. This should be done in consultation with your Branch D&I lead through your Branch Commissioner Youth Program. They will also seek assistance from the National Commissioner Youth Program.





## Consulting on reasonable adjustments

- It is good practice to consult with the Scout, Leaders and Parents/Guardians before making a reasonable adjustment.
- Other people, such as your local Diversity and Inclusion Branch Team, specialist advisers and other health professionals and advocates, may be consulted too.
- All participants share information about the Scout's needs and consider the best way to meet them while balancing the needs of others. Confidentiality must be observed
- Consultation allows everyone to explore possible solutions; they are not held simply to rubber stamp a decision that has already been made.



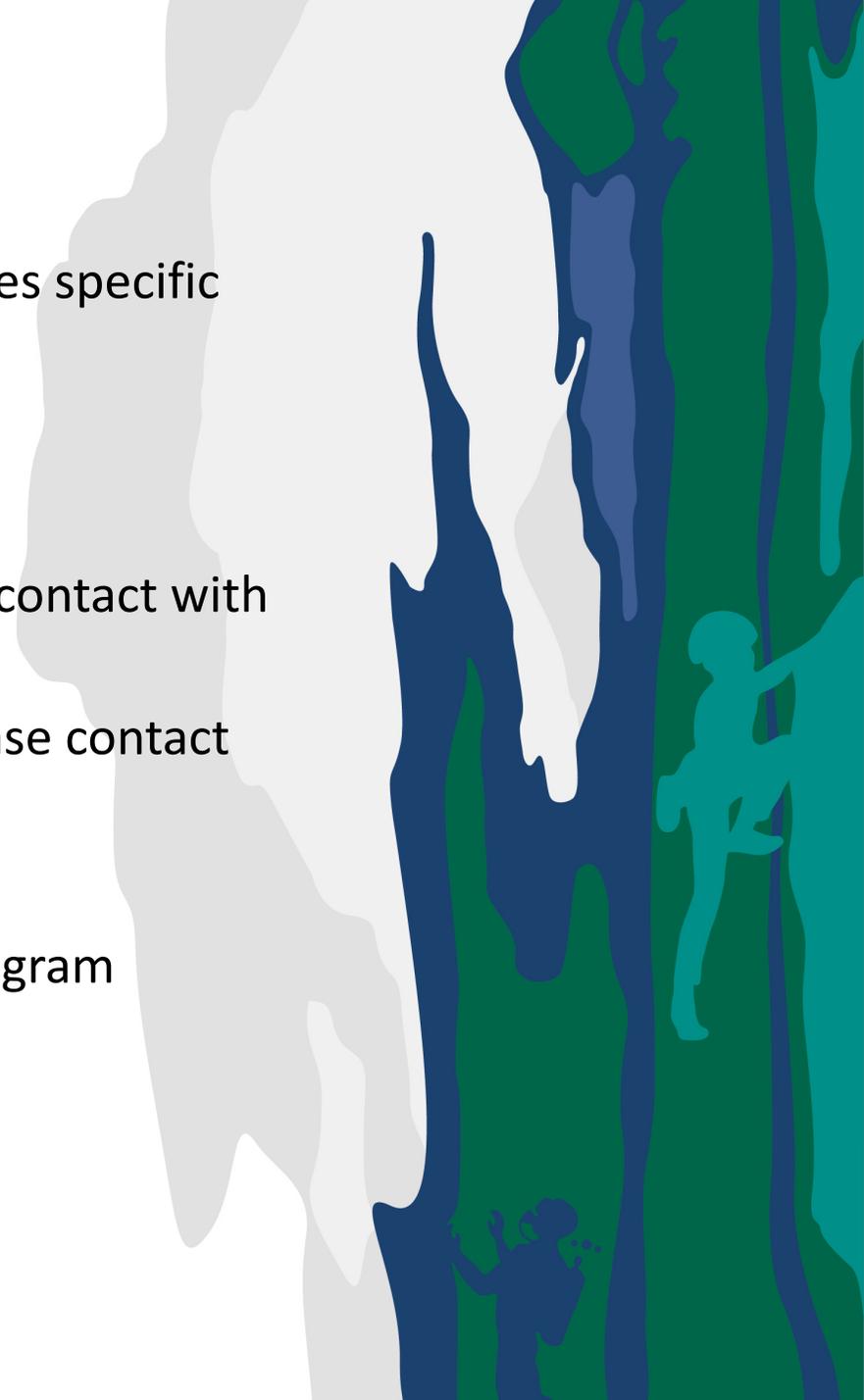
## Consulting on reasonable adjustments cont'd

It is good practice for consultations about reasonable adjustments to consider the following questions.

- Are the adjustments necessary? What does the Scout think?
- Will the adjustments enable the Scout to participate, or access the activities and events on the same basis as other Scouts?
- Do the adjustments respond to the Scout's needs, abilities and interests?
- Is further advice required?
- Are there other adjustments that would be as beneficial for the Scout but less disruptive or intrusive for others?
- When will the impact of the adjustments be reviewed?

## Where to get further support

- 1) Scouts Australia Program Handbook – includes specific content on reasonable adjustments
- 2) Contact your Branch D&I Representative
  - They can provide advice, and help facilitate contact with external experts if needed.
  - If you are not sure who your D&I rep is, please contact [d&i@scouts.com.au](mailto:d&i@scouts.com.au)
- 3) Contact you Branch Commissioner Youth Program
- 3) Online resources

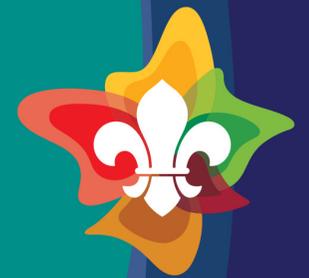


## Key Messages

- All parts of the Achievement Pathways can be adapted to suit the individual skills and capacity of youth members.
- The key underlying principle should be **personal progression** – achievement pathways should be challenging, and fun.
- Reasonable adjustments should be discussed and agreed with the Scout and their support people.
- Take a problem solving approach – think ‘how can we make this happen’?
- Reach out for support and advice



Questions ?



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