World Safe from Harm Policy

Draft 1

October 2026

DRAFT

Table of Contents

About the policy ***3***

a. Background and World Scouting system **3**

The World Scouting Policy system 4

b. Definitions **6**

c. Purpose **7**

d. Scope **7**

e. Guiding *principles* **8**

2. Body of Knowledge ***10***

a. Policy statement **10**

b. Roles and responsibilities **11**

Local 11

National 14

World Scouting 17

c. Policy areas **21**

Education 21

Adults in Scouting 22

Structures 24

Response 26

Scouting Events 27

Wellbeing 28

3. Implementing the policy ***29***

a. Policy implementation & lifecycle **29**

b. What is expected from an NSO? **29**

c. What is expected of World Scouting? **30**

4. Annexes ***30***

Foundational documents 30

Assessment mechanism 30

Supporting tools and guidelines 31

DRAFT

About the policy

a. Background and World Scouting system

Introduction

Scouting is a global educational movement that supports children, young people and young adults to learn, grow and contribute to their communities. For Scouting to achieve its purpose, it must provide safe, inclusive and empowering environments for all.

This policy sets out World Scouting's commitment to Safe from Harm and provides a shared framework for preventing harm, responding to concerns, and strengthening safety and wellbeing across the Scout Movement.

Background

Safe from Harm is based on the **Universal Declaration of Human Rights** and the **United Nations Convention on the Rights of the Child**. These international documents set the tone and recognise every person's dignity and rights. They also recognise every child's right to be protected from harm, abuse, neglect and exploitation.

As a global youth movement, World Scouting has a responsibility to respect and protect these rights through safe, inclusive and empowering Scouting environments.

Safe from Harm has been a long-standing commitment within World Scouting. In 2002, the World Scout Conference adopted the Keeping Scouts Safe from Harm position paper. In 2017, the first World Safe from Harm Policy was adopted. In 2021, Safe from Harm became a constitutional requirement for National Scout Organisations. In 2024, the Safe from Harm assessment mechanism was launched to support implementation, learning and accountability across the Movement.

Safe from Harm requires a shared commitment across all levels of Scouting. It includes the strategies, systems, practices and procedures needed to identify and prevent harm, respond appropriately to concerns, and promote safe, inclusive and empowering Scouting experiences.

DRAFT

Why is Safe from Harm important?

Scouting has a responsibility to provide safe, inclusive and supportive environments for children, young people and adults. Scouting's educational purpose can only be achieved when people are protected from harm and treated with dignity.

Safe from Harm helps prevent abuse, neglect, exploitation, bullying, discrimination and unsafe practices. It also supports appropriate responses when concerns arise, strengthens trust in Scouting, and ensures that safety and wellbeing are prioritised across the Movement.

The World Scouting Policy system

What Policies Are?

World Scouting policies establish the principles, commitments, and expectations that guide decision-making and implementation across the Movement.

In World Scouting, a policy is a purpose-driven, values-based set of principles that defines the Movement's shared aims and directions in a specific area. It serves as an institutional tool for long-term change - providing stability, guiding innovation, and remaining adaptable to evolving contexts.

Policies provide direction on what World Scouting seeks to achieve and the conditions required for success. They are not operational procedures, manuals, or implementation guidelines. Rather, they provide a common framework that supports adaptation to different national, cultural, legal, educational, and organizational contexts.

Guiding Principles

All World Scouting policies are guided by common principles:

- Mission-driven and values-based.
- Youth-centred and educational.
- Safe, inclusive, and accessible.
- Evidence-informed and future-oriented.
- Adaptable to different contexts.
- Based on shared responsibility and accountability.
- Committed to participation, partnership, and continuous improvement.

Policies as a System

DRAFT

The World Scouting policy framework has been developed as an interconnected system between:

- Youth Programme Policy,
- Youth Leadership Policy,
- Adults in Scouting Policy
- Safe from Harm Policy

This policy system aims to achieve its outcomes through the interactions among these four policy areas. It defines the relationships among 4 autonomous but interconnected policies, creates a common policy architecture, improves coherence between policies, strengthens implementation support, and clarifies how the policies work together as a system.

Each policy has a distinct purpose but cannot achieve its objectives on its own. The policies reinforce and depend on one another. Quality Youth Programmes require capable, supported Adults and Volunteers; meaningful Youth Leadership requires safe, inclusive environments; Safe from Harm depends on responsible Adults, Volunteers, and active participation by young people; and Adults in Scouting supports the volunteers who make all other aspects of Scouting possible.

Purpose of the Policy System

Together, the policies establish the conditions necessary for young people and adults to benefit from Scouting and contribute to its Mission. It guides NSOs in strengthening local Scout Groups and effectively delivering Scouting Education.

The policy system seeks to:

- Support transformative educational experiences.
- Foster youth participation, leadership, and active citizenship.
- Ensure safe and supportive environments.
- Strengthen adult and volunteer development and support.
- Improve organizational effectiveness and sustainability.
- Support quality Scouting across diverse contexts.

Delivery Settings

Scouting is delivered in a variety of contexts around the world, typically identified through:

- Community-Based Scouting - Scouting delivered primarily through community-based Scout Groups and local volunteer structures.
- School-Based Scouting - Scouting delivered within educational institutions where schools play a significant role in facilitating participation, leadership, organization, or programme delivery.

While implementation contexts and delivery methods may differ, the Mission of Scouting, Scout Method, educational purpose, and values remain consistent across all delivery settings. The policy system supports implementation across

DRAFT

both community-based and school-based Scouting while allowing contextual adaptation.

b. Definitions

Children and young people - "Every human being below the age of eighteen years" (CRC)

Adults - An individual who has reached the *age of majority,* typically 18 in most jurisdictions - the legal age at which a person is recognised as an adult and granted full legal rights and responsibilities, as defined by national law.

Adult in Scouting - Adults, who play a role within the Movement or organisation, either with formal responsibility or as a supporter. Typically, a volunteer or paid professional who contributes to Youth Programme (YP), facilitating, delivering, or implementing, supports or manages other adults, or serves within organisational structures. In some cases, they may be engaged in time-bound, project-based roles.

Concern - A Safe from Harm concern refers to any situation, allegation, or suspicion involving behaviour or conditions that poses, or may pose, a credible risk to the physical, sexual, psychological or emotional safety and wellbeing of an individual involved in Scouting. A concern arises when there is reasonable cause to believe that a person may be experiencing, or is at risk of, harm, abuse, violence, neglect, exploitation, harassment, or bullying.

Harm/maltreatment - Any action, behaviour, situation or failure to act that hurts a person or negatively affects their physical or psychological wellbeing, safety or dignity. Harm can be intentional or unintentional. Abuse is a type of harm.

Listening ears - Trained volunteers who support Scouting events or are assigned to specific teams, such as Operational Frameworks or Committees. They provide a safe, welcoming, and non-judgemental space where Scouts can talk openly about any concerns, challenges, or difficult experiences they may be facing.

Risk - The possibility that something could happen which may cause harm, injury, loss or another unwanted outcome to people, systems and assets. It considers both how likely something is to happen and how serious the consequences could be.

Safe environment: A safe environment in Scouting includes the people, places, conditions, relationships and experiences that affect a person's safety, wellbeing and development. Guided by the Principles of Scouting through the Scout Method, it helps everyone belong, be themselves, share their culture and views, try new things, make mistakes, learn through adventure, and build positive relationships. It also has clear ways to prevent harm and violence, and to respond when concerns arise.

DRAFT

Safeguarding/protection - The actions, systems and culture that help prevent harm and violence, reduce risks, and respond when concerns arise. Safeguarding means protecting people especially children and young people from harm and supporting their safety and dignity. It should be included in Scouting's policies, programmes, activities, training, events, leadership, reporting systems and everyday practice.

Safety - The state of being protected from a risk or an injury.

Violence: Any action, behaviour, threat or use of power that causes, or could cause, harm to another person. It can be physical, psychological, sexual, social or digital. Violence is one type of harm. It usually involves an action, threat, force, power or control that hurts, frightens, intimidates, exploits or humiliates someone.

Wellbeing - Wellbeing is a holistic state of mental, physical, social, and emotional health, including positive emotions, life satisfaction, and fulfilment. It involves realising one's potential, making informed decisions about one's health and wellbeing, coping effectively with life's challenges, and contributing meaningfully to one's community. In World Scouting, wellbeing is both an individual experience and an organisational responsibility to create environments where everyone feels safe, respected, supported, and valued.

c. Purpose

This policy provides a global framework for Safe from Harm across the Scout Movement. It aims to:

- strengthen a Scouting culture where safety, safeguarding, wellbeing and inclusion (as defined in the Diversity and Inclusion Position paper) are part of all Scouting activities;
- support safe environments for everyone, at all levels of Scouting, including World Scouting events; and
- contribute to safer communities by raising awareness of harm, how to prevent it, and how to respond when concerns arise.

This policy is a resource for National Scout Organisations and all stakeholders who support the Mission of Scouting. It guides the development and implementation of Safe from Harm approaches across the Movement.

This policy also serves as the Safe from Harm Policy for World Scouting as an Organisation.

DRAFT

d. Scope

Who this policy applies to

This policy applies to all Scouting organisations and all people involved in Scouting at local, national, and world levels.

This includes:

- children and young people in Scouting;
- adult volunteers and professional staff; and
- external partners, service providers, guests, visitors and other stakeholders involved in Scouting activities or supporting Scouting.

Where this policy applies

This policy applies in all places and settings where Scouting activities, programmes, events or interactions take place. This includes physical and online environments.

It applies to child and adult-only environments such as Scout meetings, activities, camps, events, trainings, travel, communications and all other Scouting-related engagements at local, national, regional and world levels.

When this policy applies

This policy applies before, during and after all Scouting activities, programmes, events and engagements.

Safe from Harm must be considered at every stage, including planning, delivery, follow-up and response to any concerns.

e. Guiding principles

This policy was designed with consideration of the following guiding principles. These principles sit alongside the essential characteristics of Scouting and help guide how Safe from Harm is understood and applied across the Scout Movement.

People centred

Being people-centred means putting the safety, wellbeing and dignity of people first. In Scouting, this must come before the reputation of any individual, association, organisation or the Movement. As a youth movement, Scouting has a special responsibility to protect and support children and young people, and to make their safety and wellbeing the highest priority.

DRAFT

Child, youth and caregiver participation

Building a strong Safe from Harm framework entails ensuring everyone is consulted and has ownership. As beneficiaries, children and young people should take part in the development of the different Safe from Harm elements. Caregivers should also support this reflection.

Respect and equity

Respect and equity means that all people in Scouting must be treated with equity, fairness, and respect. Scouting should be a place where everyone feels welcome, included and able to participate. Safe from Harm practices must support inclusion, equity and non-discrimination, and respond to the different needs, risks and barriers people may face.

Duty to care

Duty of care is a moral obligation to ensure the safety, protection and well-being of others. It is the duty of all adults involved in scouting to ensure the protection, support and care of all people involved in Scouting, especially children and young people.

No harm is acceptable

Harm must never be ignored, minimised or excused. We all must adopt a zero-tolerance mindset across the Scout Movement. This means taking action to prevent harmful situations, responding if harm occurs and strengthening safeguarding systems.

Shared responsibility

We all share a responsibility to keep each other safe. Everyone in Scouting is expected to act with care, follow the Scout Law and Promise, and speak up when they are concerned about someone's safety or wellbeing. Scouting is a movement for children and young people, supported by adults. This means all adults in Scouting are accountable to create and maintain safe, supportive and empowering environments where children and young people are protected from harm.

Confidentiality

Confidentiality means treating sensitive information with care and respect. Safe from Harm matters often involve personal information, which must be protected and handled appropriately. Confidentiality must never prevent action to protect someone from harm. When necessary, information should be shared with the right people or authorities to support an appropriate response. Only necessary information should be shared, and only with those who need it to protect safety, respond to a concern, make a decision, or carry out their role. Information should be shared on a need-to-know basis, not a nice-to-know basis.

Do no harm

DRAFT

Do no harm means that our actions and decisions must not create further harm or increase risk for the people involved.

Before taking action, we must consider the possible impact on the person affected, their safety, wellbeing, and the people around them. If there is uncertainty about whether an action could increase harm or risk, that action should not be taken. A safer alternative should be used instead.

Informed consent

Informed consent means supporting people to understand and take part in decisions that affect their safety, wellbeing and dignity. Consent should be sought before action is taken or information is shared. However, action may be needed without consent when required by law, or the need to protect someone from harm.

2. Body of Knowledge

a. Policy statement

World Scouting believes that every person taking part in Scouting, especially children and young people, feel safe, protected and supported to grow. We are committed to provide a ***safe environment*** where children, young people and adults are free to experience adventures and discover the world and themselves.

World Scouting does not accept any form of harm and violence against any person, especially against children and young people. World Scouting is a place where the wellbeing, healthy development and safety of its members is at the heart of everything we do. Everyone, at all levels of Scouting, has a responsibility to contribute to a safe environment. Adults in Scouting are accountable for the protection of children and young people at all times.

As an educational movement, our policy is **people-centered, establishes the duty to care and to do no harm, ensuring the respect and dignity of all through equity, informed consent and confidentiality.**

Scouting education will contribute to preventing and responding to harmful situation, strengthening tolerance and empathy, ensuring a stronger understanding of Human Rights and a culture change in communities worldwide.

DRAFT

b. Roles and responsibilities

Local

All individuals should abide by the National Safe from Harm policy and Code of Conduct.

Role	Responsibility	Accountability mechanism	Support
Children and young people	• Learn how to keep themselves safe, promote their well-being, and stay aware of potential risks and harms. • Report any concerns to a trusted adult • Be kind and respect others • Follow the Scout Promise and Law • Contribute to a safe and respectful environment	Children are not accountable for their protection	• Adult leaders • Parents, guardians, caregivers • Peers

DRAFT

	according to their age and capacity		
Adult leader	• Keep children and young people safe • Supporting children and young people to make their own decisions and choices • Take care of the wellbeing and safety themselves and others • Complete Safe from Harm trainings • Respond to any concern without delay and report following the procedures • Deliver Safe from Harm through Youth Programme • Follow the Code of Conduct and Safe from Harm policy	• Performance review with the Local Scout Group • Safe from Harm training completion	• Scout Group leader • Other leaders in the Scout Group • Training team
Scout Group coordinators	• Complete Safe from Harm trainings	• Safe from Harm training completion	• National Safe from Harm coordinator

DRAFT

	• Support Adult leaders in responding to any concern and following the procedures • Report any severe concerns to the National Safe from Harm coordinator and to any local authorities following the national procedures • Follow the Code of Conduct and Safe from Harm policy	• SfH concerns are handled following the procedures in the Scout Group	• National Safe from Harm resources • Training team

National

All individuals should abide by the National Safe from Harm policy and Code of Conduct.

Role	Responsibility	Accountability mechanism	Support
Governing bodies (national boards, chief commissioners etc.)	• Appoint the Safe from Ham coordinator/Committee at all levels of the organisation • Approve the Safe from Harm policy, procedures, Code of	• Election by the General Assembly or appointment by government instances	• World Scouting Service request • National partners and experts • National authorities and legal representation

DRAFT

	Conduct and sanctions mechanism • Prioritise safety, safeguarding and wellbeing at a strategic level • Oversee the dissemination and implementation of the policy and monitors the progress of the NSO • Take accountability and decisions for any potential severe situations • Oversee the Safe from Harm requirements completion and to report to World Scouting • Follow the Code of Conduct and Safe from Harm policy	• Legally accountable to national authorities • Review of the assessment by World Scouting panels	• Safe from Harm Committee/Coordinator
SfH Committee/Coordinator	• Support the development, dissemination and regular review of the Safe from Harm policy and procedures • Complete the Safe from Harm assessment requirements	• Appointment and review from the Governing bodies	• World Scouting service • World Scouting resources available • National partners and experts

DRAFT

	• Develop and implement the action plan • Develop training content and supporting education materials and tools • Coordinates the implementation of the Safe from Harm procedures and takes part in the concern management team • Follow the Code of Conduct and Safe from Harm policy		
National teams (volunteers and staff)	• Ensure Safe from Harm is operationalised and implemented across all areas of the NSO	• Appointment and review from the Governing bodies	• Guidance and review from the SfH committee • National partners and experts

World Scouting

All individuals part of World Scouting should abide by the Safe from Harm policy and the WOSM Code of Conduct.

DRAFT

Role	Responsibilities	Accountability mechanism	Support
World/Regional Scout Committees & WSB Senior Management team	• Establishment of the Safe from Harm structures and teams at world and regional level • Oversee the policy implementation in World and Regional events ensuring the safety, safeguarding and wellbeing of participants • Oversee the policy implementation across the organisation and enforce the compliance mechanism towards NSOs • Oversee the relevance and needs for update of the policy • Accountable towards any potential situation at World Scouting level (global and regional)	• Election by the World/Regional Scout Conference • Recommendations from the Ethics Committee	• World Scout Bureau staff (Safe from Harm team, Senior Management Team, Legal team) • Operational Framework volunteers

DRAFT

	• Prioritise safety, safeguarding and wellbeing at a strategic level		
Safe from Harm World Scout Bureau Staff	• Support the development of tools, resources and training in Safe from Harm with volunteers • Research, data collection and analysis of Safe from Harm policy implementation at World level. • Ensure all NSOs have shared the information for compliance • Ensure all World and Regional Scout events meet SfH requirements • Manage incoming concerns through the case management team • Connect with other organisations on experiences	• Reporting to the Senior Management team of the WSB • Report to the World/Regional Scout Committee • Performance appraisals	• Operational framework volunteer and consultants • Partners • Donors

DRAFT

	and safety, safeguarding and wellbeing trends		
World Scouting volunteers (project teams, consultants, SfH panels)	• Development of tools and update of institutional documents • Providing training and support in Safe from Harm • Review and assessment of compliance levels of NSOs • Support the NSOs in implementing the Safe from Harm policy	• Report to the World/Regional Scout Committee	• Safe from Harm WSB staff

DRAFT

c. Policy areas

Education

Safe from Harm is part of offering quality Scouting Education. Through Education, children and young people will be provided the opportunity to try, learn, and grow safely.

Safety

1. Safety rules and procedures should be clearly defined and available at all NSO levels, in accordance with national legislation. Children and young people should be offered opportunities to learn about safety prevention and vigilance.
2. All activities and practices of an NSO (e.g. programme, youth participation and emergency response) must be monitored, evaluated and assessed to identify risks and develop adequate mitigation mechanisms.
3. Safety inspections of equipment and facilities used by children, young people and adults are regularly scheduled and performed, based on a clearly defined set of requirements.
4. Information regarding medical, dietary and developmental needs of individuals is stored confidentially but is easily accessible to those responsible for the welfare of children and young people.

Safeguarding

1. The National Youth Programme includes educational objectives, learning opportunities, and resources that promote and maintain a safe environment. Through the National Youth Programme, children and young people are

    a. Equipped with the age-appropriate tools, knowledge and skills to understand ***Safe from Harm*** and their right to be safe,
    b. Supported to understand, set and respect personal boundaries, dignity, privacy and difference
    c. Able to recognise potentially harmful situations, respond and seek support,
    d. Empowered to contribute to the prevention of any forms of harm or violence.

DRAFT

2. The Scout Method is implemented with a Safeguarding lens, supporting NSOs to

    a. Foster a culture of listening and participation, where every child or young person feels included, valued and protected of regardless of their needs, background or abilities.
    b. Promote positive values and behaviours in line with the Scout Promise and Law,
    c. Maintain focus on developing educational experiences that are adventurous, fun and safe,

Wellbeing

3. Wellbeing of children and young people is embedded in the National Youth Programme through

    a. Equipping children and young people with knowledge and skills around health, resilience and wellbeing, including mental health
    b. Encouraging positive relationships through peer-to-peer support, cooperation and respectful behaviours, supported by adults and in an age-appropriate way
    c. Promote healthy lifestyles, emotional awareness, resilience, and positive mental health through learning opportunities.
    d. Equipping children and young people with the knowledge, skills and confidence to understand themselves their rights, make informed decisions about their bodies, relationships and personal safety, and seek support when needed.

Adults in Scouting

To ensure a safe environment in Scouting also means to ensure safety, safeguarding and well-being for all adults, who need to be supported, listened to and cared for so that they feel motivated and equipped to carry their roles and responsibilities. Each organisation must establish the conditions to recruit and train suitable adults – either as volunteers or as employees.

Safety

1. All adults in Scouting understand their responsibility and implement the safety rules and procedures defined by the organisation. They are trained to ensure safety and prevent dangerous situations to occur.

DRAFT

Safeguarding

1. Adults in Scouting should be protected and provided a safe environment to support Scouting. Adults facing a harmful situation are offered a response process and support based on psychological and emotional impacts they might face.
2. Adult recruitment and selection processes align with the ***Safe from Harm*** policy. NSOs have tools and methods to keep this approach consistent, such as

    a. Application forms covering essential information, a transparent screening system
    b. Profiles and role descriptions should include their safeguarding responsibilities towards children, young people and other adults

3. Appointments of adults are made only after all appropriate screening processes have been conducted. They include:

    a. Suitable background check (in accordance with national guidelines and legislation),
    b. References check,
    c. Interview process.

4. Appointment of youth members to Adults in Scouting functions require adequate screening and training to ensure youth members understand their safeguarding responsibilities with regard to their role.
5. National Safe from Harm frameworks encourage healthy, positive and safe relationships between adults and young people, and adults themselves. NSOs establish clear safeguarding guidelines for all adults within the National Safe from Harm policy and through other resources such as Codes of Conduct, whistleblowing and anti-harassment policies for accountability and protection. All adults commit in writing to follow the Safe from Harm policy, Code of Conduct and procedures.
6. The process of performance assessment for adults in Scouting includes Safe from Harm criteria such as risk planning and management in activities, interpersonal relationships management, attitudes and behaviours.
7. Safeguarding training is included as a core component of national training schemes, mandatory for all adults, during the induction period and on a regular basis. It should cover areas such as
    a. identifying and responding to signs and symptoms of abuse,
    b. communicating around safeguarding standards and procedures to all stakeholders

DRAFT

c. understanding and implementing the national safeguarding policies and procedures,
d. ensuring the safety, protection and wellbeing of children and young people.

8. Safeguarding is included through the training curriculum of Adults in Scouting based on the level of knowledge and expertise required by their role.
9. Safe from Harm training is kept up to-date and relevant according to changes in legal frameworks and trends in society. The training reflects learning from the NSO's own review on safeguarding incidents and the support of external experts.
10. All adults renew their commitment and training requirement on a regular basis, ensuring they are meeting the most recent safeguarding requirements. NSOs can temporarily suspend an adult in Scouting who does not meet requirements.

Wellbeing

1. Adults in Scouting are offered ongoing support and regular wellbeing conversations throughout their engagement, tailored to their roles, responsibilities and individual needs.
2. Volunteer experiences should be designed to promote sustainable engagement through realistic workloads, shared responsibilities, appropriate recognition, and opportunities for rest, learning and personal development.
3. Adults in Scouting should be supported through organisational practices that promote wellbeing, including succession planning, adequate rest and proactive wellbeing planning.
4. Adults in Scouting are provided with capacity building opportunities to identify signs of distress
5. Adults supporting children or young people facing a harmful situation should be offered support based on psychological and emotional impacts they might face.
6. Decision makers should foster a culture where regular wellbeing conversations, early identification of concerns and appropriate adjustments are part of effective volunteer management.

Structures

All organisations need to set up an institutional framework to ensure safeguarding standards are clear and implemented across the organisation. This allows members to feel safe and supported in Scouting activities.

Safety

DRAFT

1. National Safe from Harm policies include risk assessment and management, health and safety measures, legal safety requirements and insurance, emergency preparedness, as well as the safety of infrastructure and digital environments.
2. All NSO policies (Adult Management, Youth Programme, etc.) must align with these safety, safeguarding, wellbeing and risk management guidelines.
3. Safety, safeguarding and wellbeing risks are assessed and mitigated as part of the NSO's risk management process at national and at local level.
4. All NSOs promote online safety by ensuring that all Scouting-related digital environments and platforms, communications are safe for all. Guidance is provided on the safe and responsible use of information and communication technologies, including internet-based tools such as websites, social media, and digital and AI platforms, for children, young people and adults.

Safeguarding

1. The NSO has a written Safe from Harm Policy, consistent with legal frameworks and covering child, youth and adult safety, safeguarding, wellbeing at all level of the NSO. The policy includes a written commitment to child and youth protection of the organisation, outlines different types of harm and abuse, safety, safeguarding and wellbeing standards and measures and is approved by the relevant governance bodies.
2. The NSO has a written document defining acceptable and unacceptable behaviours in Scouting between children, young people and adults and between adults.
3. Young people and their families are consulted in the development of Safe from Harm policies and procedures and involved in its implementation.
4. All Safe from Harm documentation is widely communicated and disseminated to the members of the organisation
5. The NSO has an effective team or coordinator at the highest level of the NSO has the responsibility to oversee all work on Safe from Harm defined through the Terms of Reference. The process of contacting this body is disseminated to all levels of the NSO.
6. A Safe from Harm action plan is developed and implemented regularly to address the Member Organization's needs and ensure continuous progress and improvement in this area.
7. The NSO should continuously learn from past experiences or other organisations that have expertise in the area of Safe from Harm through partnerships and networking, in order to regularly adapt the policy in response to evolving safeguarding best practices.

DRAFT

Wellbeing

1. NSOs should promote a culture of wellbeing for volunteers and staff by designing safe and sustainable volunteering experiences. This includes promoting reasonable workloads and working time, recognition, opportunities for connection and organisational practices that prevent burnout and encourage shared responsibility.
2. NSOs should establish appropriate wellbeing support mechanisms for volunteers and staff, including clear pathways for seeking support and referral to external services when needed.
3. Wellbeing considerations should be integrated into the planning and delivery of Scouting activities and events and volunteer experiences based on the structure needs.

Response

While preventing harm, it is essential for our organisations to ensure we are prepared to face harmful situations with response protocols and different types of support and crisis management.

Safety

1. A safety reporting process is in place and accessible to all, allowing members to report any safety incident which occurred during Scouting activities. The safety reporting process outlines how to report and where, the team in charge of the response and the steps they will take.
2. Emergency protocols are defined to respond to situations of immediate danger. They are defined by the leadership of the organisation and communicated to a restricted team in charge of implementation.

Safeguarding

1. Clearly written reporting procedures exist for members to report any identified issues related to the Safe from Harm Policy. These procedures are made available to everyone in the organisation and include requirements for all adults to report any suspicion of harmful situation immediately through its reporting system (i.e. online form, SOS phone line etc).
2. A detailed response plan describes how to properly receive, respond to and document any report of potentially harmful situation. An

DRAFT

appointed and trained case management team is assigned to implement the procedure.
3. The NSO has a process to ensure that it learns from past incidents and modifies the National Safe from Harm procedures accordingly.
4. The NSO responds to all reported concerns and potential harmful situation timely, equitably and in accordance with its defined standards.
5. Clear sanctions are in place and bound to breaches of the Safe from Harm framework to prevent adults who do not comply with Safe from Harm standards to interact with children and young people. Clear exit processes and record keeping are in place to prevent recurrences of undesirable behaviours.

Wellbeing

1. Response processes should include appropriate follow-up and recovery measures to support the wellbeing of those affected, including the case management team and help restore safe, supportive and inclusive environments
2. External experts and partners networks can be mobilised for further learnings and support in the response process.

Scouting Events

Scouting events at all levels must reflect the principles and guidelines presented in this policy. This is achieved by covering the different aspects throughout the planning, delivery and follow-up of each event.

Safety

1. There is a system in place to identify data relevant to the Safe from Harm Policy that complies with national regulations (e.g. dietary and safety requirements, situations of abuse, etc.). This data is recorded and communicated to all stakeholders.
2. Safety rules and procedures are designed and put in practice during the event

Safeguarding

1. Any NSO candidate to host a world or a regional event will be required to abide by the Safe from Harm standards for bidders.
2. The Code of Conduct of the event, including the necessary information related to Safe from Harm and how to raise concerns, is

DRAFT

shared and signed by all adults attending or supporting a Scout event. For youth event, a Youth Code of Conduct is available for youth participants.

3. A Safe from Harm plan is developed and tailored to each in-person, hybrid or online event, taking into consideration local legislation and when relevant the international dimension of the event. This includes structures, processes and procedures to prevent and respond to any harmful situation and ensure the well-being of participants and volunteers. The plan is implemented and monitored throughout the event.
4. A tailored Safe from Harm training for the event is mandatory for all adults. Youth participants are offered learning opportunities on Safe from Harm for the event.
5. A Safe from Harm operations team is assigned to case management, following the Safe from Harm events procedure and in communication with the Listening ears, the medical team and the crisis/operations team.
6. World and Regional Scout event organising teams can refer to the Safe from Harm Guideline for World and Regional Scout Events to ensure all requirements are met in preparing and delivering a safe World Scouting event. The World Scout Bureau and any other relevant World and Regional level structures will support the host organisation in its implementation.

Wellbeing

1. Safe spaces are developed, clearly identified, promoted and made available to all participants and volunteers during events. They should include trained adults who can provide emotional support, a Listening ear and guidance to appropriate support services when needed, as well as a quiet space where individuals can rest, reflect or regulate their emotions.
2. External experts and partner organisations can be engaged to provide specialised advice, psychosocial support and referral pathways when appropriate.

DRAFT

3. Implementing the policy

a. Policy implementation & lifecycle

The policies' effectiveness as a system depends on coordinated implementation.

Policies alone do not create change. Their impact depends on NSOs' ability to build the structures, culture, leadership, resources, and support systems needed to implement them.

Implementation should therefore be approached as a system rather than through isolated policy actions. NSOs should consider how Youth Programme, Adults in Scouting, Safe from Harm, and Youth Leadership interact and reinforce one another within their governance, educational, safeguarding, and volunteer management systems. This should consider that implementation should be proportional to NSO relations and capacities.

Successful implementation requires enabling environments that support learning, participation, leadership, safety, inclusion, accountability, and continuous improvement.

b. What is expected from an NSO?

With this policy, each National Scout Organisation is expected to

- Meet the Safe from Harm membership requirements and complete the assessment mechanism process on a regular basis
- Develop a National Safe from Harm framework including a structure, policy and procedures based on the World Safe from Harm policy.
- Provide a safe environment for its members, volunteers and staff
- Include Safe from Harm as part of the NSO strategy and provide adequate resources
- Regularly monitor Safe from Harm progress in the organisation and continuously improve the framework based on lessons learned
- Ensure children and young people are actively engaged in this topic

DRAFT

c. What is expected of World Scouting?

With this policy, World Scouting is expected to

- Ensure all World Scouting volunteers, and staff are adequately checked, vetted and trained based on their roles and responsibilities in Safe from Harm
- Provide a safe environment for all World Scouting volunteers and staff
- Implement the World Safe from Harm policy and procedures and strengthen its Safe from Harm framework
- Regularly monitor Safe from Harm progress in the organisation and continuously improve the framework based on lessons learned
- Include Safe from Harm as part of the strategy and work plans at all levels of the organisation.

4. Annexes

Foundational documents

Universal Declaration of Human Rights - https://www.un.org/en/about-us/universal-declaration-of-human-rights

Convention on the rights of the child and Declaration of Human Rights- https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-child

WOSM Constitution - https://learn.scout.org/resource/constitution-world-organization-scout-movement

WOSM Code of Conduct - https://learn.scout.org/resource/wosm-code-conduct

Keeping Scouts Safe from Harm - WOSM's position paper on child and youth protection https://learn.scout.org/resource/keeping-scouts-safe-harm-wosms-position-paper-child-and-youth-protection

Assessment mechanism

Assessment tool - https://learn.scout.org/resource/safe-harm-assessment-tool

DRAFT

Assessment mechanism guidelines - https://learn.scout.org/resource/safe-harm-assessment-guidelines

Supporting tools and guidelines

DRAFT