

There is lots more information and guidance on the Girlguiding website. Go to www.girlguiding.org.uk and search 'inclusion'.

Section Badge and award books, unit meeting activities, and skills builders can be requested in Braille, large print and e-reader formats here: <https://bit.ly/2KsqOpW>

If you would like one of the South West England Region's team of Inclusion Advisers to get in touch with you, please contact the region office.

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Including all

Our team of Inclusion Advisers across the South West can support you to ensure that all girls and adult members receive the same great guiding experience.

Girlguiding is committed to being an inclusive organisation that is accessible to all girls and young women - no matter what their identity, background or additional needs.

This is achieved by creating a safe environment where all girls feel an equal sense of belonging and receive tailored support to reach their maximum potential.

This leaflet gives you a few things to consider and the contact details of your local Inclusion Adviser who is happy to support you further.



Some questions to ask yourself...

Joining Girlguiding...

Is there anything I need to change to ensure girls and adult members have the same chances to join Girlguiding and participate?

For example, could you apply for grants to help make meetings accessible for someone with additional needs, or purchase uniform for someone from a poorer socio-economic background? Would a girl from a different religious background feel excluded from meetings because of the song lyrics sung each week?

Have I spoken to the girl and their parents to find out what I can do to make their experience of guiding positive?

For example, does the girl have an Education, Health or Care Plan (in England, or equivalent in the Channel Islands) that the parents are willing to share with you, or do you need to complete a Health or Personal Care Plan with the parents to help identify support needs?

Risk assessments...

Have I reviewed my risk assessment, taking a person-centred approach to ensure that all members can be included in the fun and adventure?

For example, completing your risk assessment for all members generally and then considering whether anything needs to be included to ensure individuals with specific needs or requirements are just as safe. It's important not to make assumptions and involve the parents or member themselves in completing the risk assessment and determining if any adjustments are necessary.



Adapting the Programme...

Do I need to make changes to skills builder activities or qualifications?

For example, whilst the outcomes of skills builders or qualifications cannot change, when necessary you can change the route that a member takes to achieve these. Sometimes a child may need to work at a lower level skills builder than is usually recommended for her section and age group. A Young Leader may require additional time to complete their qualification or a member undertaking the Adult Leader Qualification may record their evidence in a different way.

Do I need to adapt any games or activities, or do things slightly differently to allow everyone to join in?

For example, if the girl is a wheelchair-user you shouldn't stop all walking or running activities, but instead consider how to adjust the rules or requirements of activities to allow everyone to participate.