

SCOTTISH VARIATIONS FROM THE SEPTEMBER 2008 EDITION OF THE POLICY, ORGANISATION AND RULES (POR) OF THE SCOUT ASSOCIATION (and amended on 30th May 2009)

*N.B. These variations largely follow the format of POR September 2008 Edition, however added are:
Annex A – Model Constitution for a District Scout Council and
Annex B – Model Constitution for a Regional Scout Council.*

Introduction

The Committee of the Council of the Association is empowered to appoint local bodies for the management of the Association's affairs in any particular part of the United Kingdom and to delegate to them all or any of the Committee's powers. The affairs of the Association in Scotland have been delegated to the Scottish Council of the Association (usually referred to as Scottish Headquarters or SHQ), with a board (known as the Scottish Board) for the management of its business.

As explained on page 5 of Chapter 6 in the November 2006 edition of POR, some of the Rules in POR do not apply in Scotland without modification. This paper sets out Scottish variations, as approved by the Scottish Board.

In relation to Scotland, the term "Country Headquarters" means Scottish Headquarters.

County - although in some parts of the British Isles Scout Counties are known as Areas or Islands - and in one case Bailiwick - for ease of reading POR simply refers to County/Counties. With effect from 1 April 2008 there is no direct equivalent to County or Area in Scotland.

Region / District - In Scotland Scouting is organised into Districts and Regions, each with distinct responsibilities. Some 'County' functions are the responsibility of Scottish Regions, whilst others lie with Scottish Districts. The locus of responsibility is outlined in Scottish Variations from POR.

Unless otherwise stated, all references to 'County' or 'Counties' relate to 'Region' or 'Regions' in Scotland. Scottish Variations

identifies which of these functions fall under the specific responsibility of Districts in Scotland.

Regional Commissioners

Any reference to the post of Regional Commissioner refers to England and Scotland only. In Scotland a Regional Commissioner leads an executive Scout Region and is answerable to the Chief Commissioner of Scotland. In England a Regional Commissioner leads a non-executive region.

Chapter 3

The Scout Group

Rule 3.20 Suspension of Registration

d. In such a case the Regional Commissioner may direct that Groups will not be suspended but attached to a neighbouring District.

Rule 3.21(f) Cancellation of Registration and the Closure of Sections within a Scout Group

A Scout Group is not permitted to transfer from The Scout Association to any other body whether calling itself a Scout organisation or by any other name.

Rule 3.23(b) The Constitution of the Scout Group

vii. A Scout Group in Scotland may be registered as a charity. Members of the Group Executive Committee of a registered charity are the charity trustees of the Scout Group. Where a Scout Group is not a registered charity members of the Group Executive Committee will be regarded as having the same duties and responsibilities as charity Trustees for the purposes of POR.

viii. Only persons aged 18 and over may be full voting members of the Group Executive Committee.

ix. Certain people are disqualified from being charity trustees by virtue of the Charities and Trustee Investment (Scotland) Act 2005.

xi. Scout Groups registered as a charity in Scotland will be required to make an annual return to the Office of the Scottish Charity Regulator. See also Chapter 13.

Rule 3.26(a) The Appointment of Adults

- a. No person aged 18 or over may be permitted to undertake any responsibilities or involvement within Scouting until the appropriate enquiries have been made. The enquiries must include a Personal Enquiry (see Introduction) to Headquarters as described below, in the case of a person who:

- Wishes to take up an Adult Appointment as a Member or Associate Member
- will undertake any other adult role that may be determined to be a 'childcare' role under the Protection of Children (Scotland) Act
- will become a Trustee of a Scout body registered as a Scottish Charity

Rule 3.26 (f) Helpers

Parents and other regular helpers who are involved with the Group monthly or more often must undergo an enhanced Disclosure Scotland check and should be considered for appointment as Section Assistants.

A Disclosure Scotland check is also required for those involved less often than monthly if the 'normal duties' they are required to undertake meet the definition of a 'Childcare' role in accordance with the Protection of Children (Scotland) Act. Such 'normal duties' are defined as caring for, training, supervising or being in sole charge of children.

Other occasional helpers should complete a Self-declaration as set out in the Welcome Pack available from Scottish Headquarters.

Rule 3.48 Finance and the Scout Group

Certain rules in this Section do not apply, without modification, in parts of the British Isles outside England and Wales. (See also Scottish Variation from Chapter 13).

- a. Every Scout Group is required to keep proper books of accounts.
- b. The Charities Acts apply directly only in England and Wales. Charities in Scotland must comply with the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.
- c. The Group Executive Committee must ensure that proper financial planning and budgetary control is operated within the Group.
- d. The Group Scouters' Meeting must be consulted on the financial planning of the Group's activities.
- e. All expenditure not specifically delegated to the Group Scouters' Meeting or Section Leaders must

be approved by the Group Executive Committee to ensure that the Group can meet any liability incurred.

f. When entering into any financial or contractual obligation or commitment with another party, the persons concerned should make it clear to the other party that they are acting on behalf of the Group and not in a personal capacity.

g. An Annual Report and Statement of Account must be prepared annually and be independently examined or audited as appropriate in accordance with these Rules.

h. The Group must ensure that signed copies of the annual report and accounts are sent to the District Treasurer within the 14 days following the Group's Annual General Meeting at which the annual report and accounts were considered and approved.

i. If called upon to do so, the Group Treasurer must also send a copy of the latest statement of accounts to the District Treasurer or Headquarters.

j. If the Group is a registered Scottish charity a copy of the annual report and accounts must also be sent to the Office of the Scottish Charity Regulator within nine months of the financial year end.

k. The annual statement of accounts must account for all monies received or paid on behalf of the Group, including all Sections, Committees and the Group Scout Fellowship.

l. If the gross income or expenditure is above £100,000 the Statement of Account must be produced on the 'Fully Accrued' basis and has to be prepared in line with the 2005 Accounting and Reporting by Charities Statement of Recommended Practice (SORP). Guidance is available from Scottish Headquarters.

With respect to Rule 3.48 (l) – (r) and (t) – (w) see also Guidance notes on the requirements of the Charities Accounts (Scotland) Regulations 2006, available from SHQ.

m. If the gross income or total income is less than £100,000 an annual 'receipts and payments' account together with a statement of assets and liabilities may be prepared instead.

n. If the Group is a Registered Charity, the Annual Report and Statement of Account must include

- A Trustee's Annual Report
- An Independent Examiners's Report
- A Receipts and Payments Account

- A Statement of Balances (including a list of assets and liabilities)
- Notes to the Accounts

q. The annual Statement of Account may be in the format of one of two model annual statements available from Scottish Headquarters. These models are suitable for:

- receipts and payments accounts
- Fully Accrued (SORP) accounts

r. The appropriate model will depend upon the gross income in the financial year and whether the Group has any special funds whose use is restricted to particular purposes rather than the general purposes of the Scout Group.

s. At each Annual General Meeting of the Group Scout Council an auditor or independent examiner as appropriate must be appointed.

t. Each Group can decide if they need an auditor or independent examiner by reference to the SHQ Guidance on the Charities Accounts (Scotland) Regulations 2006.

u. The auditor or independent examiner must carry out an external examination of the accounts in accordance with the requirements of the Charities and Trustee Investments (Scotland) Act 2005

v. A report to the trustees (the Group Executive) must be completed in accordance with one of the models in the specimen accounts referred to in the SHQ Guidance as appropriate to an independent examiner or an auditor.

Rule 3.50 Bank Accounts

g. Group funds must be invested as specified by the Charities and Trustees Investment (Scotland) Act 2005.

Rule 3.52 Disposal of Group Assets at Closure

d. Any assets remaining after the closure of a Group will automatically pass to the District Scout Council which shall use or dispose of these assets at its absolute discretion solely for the purposes of Scouting.

Rule 3.54(a) and (b) Payment of the Membership Subscription

In terms of the Constitution of the Scottish Council, the Membership Subscription in

Scotland is in two parts viz (a) a sum payable to UK Headquarters (through Scottish Headquarters), the amount of which is determined by agreement between UK Headquarters and the Scottish Board and (b) a sum determined annually by the Scottish Council at its Annual General Meeting.

Chapter 4

The Scout District

Rule 4.4(c) Transfer of membership

If a Member leaves a Scout Network due to moving to another locality, the District Scout Network Leader should inform the District Scout Network Leader (County Scout Network Commissioner outside Scotland) of the District (County) into which the Member is moving.

Rule 4.9 The District Scout Network

NB: in Scotland the Scout Network operates at District. It does not operate at Region

- a. The Scout Network is part of a District's provision of Scouting.
- b. The Scout Network consists of all Scout Network Members in the District.
- c. The age for moving from the Explorer Scout Section is between 17½ and 18½ years.
- d. Members cease to be a Member of the Scout Network on their 25th birthday and should be encouraged to take a new role in Scouting.
- e. All Members aged 18 or over must satisfactorily complete a 'Personal Enquiry' (unless their only involvement in Scouting is as a Member of Scout Network).
- f. Scout Network Members may meet as local Scout Networks to carry out activities.
- g. Members are supported by the District Scout Network Leader. The DSNL is supported by the Assistant Regional Commissioner Scout Network.
- h. The Scout Network must have opportunities for the Members to take part in the decision making process. Any forum or committee should have both Scout Network Members and Leaders working together.
- i. Members of the Scout Network wear the approved adult uniform with distinguishing emblems and scarves as described in

Chapter 10.

j. The following minimum standards are laid down for Scout Networks:

- Leaders – every District Scout Network must have a District Scout Network Leader, who must have a full appointment.
- Training - must be in accordance with the Association's official publications for the Section.
- Camping - every Scout Network Member must have the opportunity of attending a camp every year.

k. The District Commissioner, with the District Team, is required where necessary to assist the Scout Network to reach the required standard, with support as appropriate from the Assistant Regional Commissioner Scout Network.

l. If a District Scout Network fails to reach the minimum standard for two consecutive years it may be closed by the District Commissioner with the approval of the District Executive Committee.

m. If a District Scout Network fails to reach the minimum standard for three years it must be closed.

Rule 4.15 The Formation and Closure of District Scout Networks

The opening and closing of Scout Networks is the responsibility of the District Commissioner in consultation with the Assistant Regional Commissioner Scout Network.

Rule 4.19(c) Suspension of Explorer Scout Units

Suspension may also be a consequence of the suspension of the District. In such a case the Regional Commissioner may direct that Explorer Scout Units will not be suspended but attached to a neighbouring District.

Rule 4.20 Suspension of Scout Networks

b. A Scout Network or local Scout Network may be suspended by the District Commissioner in consultation with the District Executive Committee and Assistant Regional Commissioner Scout Network.

c. Suspension may also be a consequence of the suspension of the District. In such a case the Regional Commissioner may direct that Scout Network Members will not be suspended but attached to a neighbouring District as appropriate.

f. A Regional Commissioner who suspends a Scout Network must report the matter with full details to Scottish Headquarters.

Rule 4.21(e) Cancellation of Registration of the Scout District

A Scout District is not permitted to transfer from The Scout Association to any other body whether calling itself a Scout organisation or by any other name.

Rule 4.24 Management of the Scout Network

a. The Scout Network is not an autonomous body. It is part of a Scout District, which acts as the parent body.

b. The Scout Network is led by the District Scout Network Leader and managed by a committee of its Members and Leader acting together. The committee is accountable to the District Scout Council for the satisfactory running of the Scout Network.

c. The District Scout Network Leader is supported by District Scouters in the delivery of the programme, and by the Assistant Regional Commissioner Scout Network.

Rule 4.25(e),(f) and (i) The Constitution of the Scout District; the District Executive Committee; Conduct of Meetings in the Scout District

The Model Constitution for a Scottish District is appended as Annex A to Scottish Variations from POR and replaces the above.

Rule 4.25 (f) (vi – x) The District Executive Committee

The Variations to Rules 3.23(b) (vii – xi) set out above in relation to Scout Groups apply also to Scout Districts

Rule 4.26 Administrators and Advisers

e. The District Secretary - unless employed by the District - is elected by the District Scout Council at the Annual General Meeting every year. The appointment may not be held by a Scouter holding a District level appointment in the District.

f. The District Treasurer is elected by the District Scout Council at the Annual General Meeting every year. The appointment may not be held by a Scouter holding a District level appointment in the District.

Rule 4.28 The Appointment of Adults in the Scout District

The variation to Rules 3.26(a) and (f) set out above in relation to Scout Groups also apply to Scout Districts.

Insert as 4.44 (f) Assistant District Commissioner (Adult Training)

Assistant District Commissioners (Adult Training) are appointed by the District Commissioner to:

- Lead Training in the District
- Identify, allocate and support Training Advisors
- Deliver Getting Started Modules in the District
- Support the District Commissioner in his/her responsibilities for ongoing learning
- Support the training responsibilities of members of the District Team

ADCs (AT) must complete Module 30 Supporting Learning, Module 31 Planning a Learning Experience and Module 32 Delivering a Learning Experience

Rule 4.46 Responsibility for Specialist Subjects

a. In agreement with the Regional Commissioner, Assistant District Commissioners may be appointed to assist the District Commissioner with a variety of special responsibilities, including the Duke of Edinburgh's Award, Air and Water Activities, people with special needs and Media Relations.

Rule 4.53 Responsibility for the Programme in the Scout Network

(NB: this rule replaces Rules 5.42 and 5.43)

a. A District Scout Network Leader, working with a District Scout Network Chairman, is responsible for the detailed programme of a District Scout Network, supported as required by the Assistant Regional Commissioner Scout Network.

b. They should take account of the special needs of individual Members, the Balanced Programme, and badges where appropriate, and the Section's method as outlined in current Section Handbooks.

c. Attention must be paid to the requirements of safety and to any Rules governing activities.

d. Progressive responsibility by members for planning and decision-making is an important element of the Programme.

e. Effective operation of local Scout Network decision making structures is essential.

Rule 4.56 The Duke of Edinburgh's Award
See Rule 4.46 (a).

Rule 4.57 The Queen's Scout Award

c. The completed card is sent to Headquarters who will dispatch the appropriate emblems and badges to the District Commissioner or their nominee for presentation.

Rule 4.59 Finance and the Scout District

The variation to Rule 3.48 set out above in relation to Scout Groups also applies to Scout Districts.

Rule 4.61 Bank Accounts

g. District funds must be invested as specified by the Charities and Trustees Investment (Scotland) Act 2005.

Rule 4.64 Disposal of District Assets at Closure

d. Any assets remaining after the closure of a District will automatically pass to the Regional Scout Council which shall use or dispose of these assets at its absolute discretion solely for the purposes of Scouting.

Chapter 5

The Scout Region

With effect from 1st April 2008 there are no Scout Areas (Counties) in Scotland. Some functions of Scout Areas (Counties) are transferred to Districts and some to Scottish Regions.

A Scout Region comprises several Scout Districts. Additionally the Region may have one or more Regional Scout Fellowships.

A Scout Region has strategic responsibility for Development, Communication and Adult Training. Responsibility for Youth Programme lies with Districts.

Unless otherwise noted below, the rules applying to Scout Counties also apply to Scout Regions in Scotland.

**Rule 5.2 (e) Admission to Membership,
Rule 5.4 (c) Transfer of Membership,
Rule 5.5 (d) Annual Census**

These responsibilities transfer to Districts.

Rule 5.6 (j) Mixed Membership

Reference to Scout Network transfers to Scout Districts.

Rule 5.7 The County Scout Network

This Rule is deleted as Network does not operate at Region level. See also Scottish Variation to Rule 4.9 The District Scout Network.

Rule 5.8 Local Scout Networks

a. Local Scout Networks comprise a number of Members of the Scout Network, meeting together and organising a series of activities for Scout Network Members.

b. All Local Scout Networks are part of the District Provision.

c. The opening and closing of local Scout Networks is the responsibility of the District Commissioner in consultation with the Assistant Regional Commissioner Scout Network.

d. Local Scout Networks may be linked to a Scout District, Group, Activity Centre or other provision of Scouting. A Local Scout Network must be attached to a District, which assumes responsibility for it. A formal agreement between the two is required.

Rule 5.12 Suspension of Scout Networks

This Rule is deleted as Network does not operate at Region level. See also Scottish variation to Rule 4.20 Suspension of District Scout Networks.

Rule 5.13 Cancellation of Registration of the Scout Region

e. A Scout Region is not permitted to transfer from The Scout Association to any other body whether calling itself a scout organisation or by any other name.

Rule 5.14 Management of the Scout Region

c. The Regional Commissioner is assisted and supported by:

- the Regional Team, comprising Assistant Regional Commissioners for Adult Training, Communications, Development, Explorer Scouts and Scout Network

Rule 5.15 Management of the Scout Network

This Rule is deleted as Network does not operate at Region level. See also Scottish variation to Rule 4.24 Management of the District Scout Network

Rule 5.16(e), (f) and (i) The Constitution of the Scout County; the County Executive Committee; Conduct of Meetings in the Scout County

The Model Constitution for a Scottish Region is appended as Annex B to Scottish Variations from POR and replaces the above.

Rule 5.16(f) (vi – x) The Regional Executive Committee

The Variations to Rules 3.23(b) (vii – xi) set out above in relation to Scout Groups apply also to Scout Regions

h. The Regional Team Meeting

i. The Regional Team, comprising all Assistant Regional Commissioners, and Chairmen of the Regional Scout Fellowships, meet as frequently as necessary under the chairmanship of the Regional Commissioner.

ii. The purpose of the Regional Team Meeting is to:

- review the progress, standards and effectiveness of Scout programmes in the Districts of the Region, including the Scout Network;
- plan a programme of visits to Districts to give support and encouragement to Leaders and Commissioners;
- plan the provision of Adult Training;
- secure the support of the Scout Fellowship in the work of the Region;
- keep the Regional Executive Committee advised of the financial requirements of the training programme in the Region.

Rule 5.17 Administrators and Advisers

e. The Regional Secretary - unless employed by the Region - is elected by the Regional Scout Council at the Annual General Meeting every year. The appointment may not be held by a Scouter holding a Region appointment in the Region.

f. The Regional Treasurer is elected by the Regional Scout Council at the Annual General Meeting every year. The appointment may not be held by a Scouter holding a Region appointment in the Region.

Rule 5.19 The Appointment of Adults in the Scout Region

The variations to Rule 3.26(a) and (f) set out above in relation to Scout Groups also apply to Scout Regions.

Rule 5.28 The appointment of Administrators and Skills Instructors in the Scout Region

c. The Regional Chairman

iii. The office of Regional Chairman may not be held by a Scouter holding a Region-level appointment in the Region.

d. The Regional Secretary

iii. The office of Regional Secretary may not be held by a Scouter holding a Region-level appointment in the Region.

e. The Regional Treasurer

iii. The office of Regional Treasurer may not be held by a Scouter holding a Region-level appointment in the Region.

g. Scout Network Administrator -

This Rule is deleted as Network does not operate at Region level.

h. County and Local Training Administrators

This Rule is deleted as these roles do not exist in Scotland.

m. Training Advisers

i. Training Advisers to support adults holding Regional appointments are appointed by the Assistant Regional Commissioner (Adult Training)

Rule 5.35 Responsibilities of Appointments in the Scout Region

a. The Regional Commissioner

i. The Regional Commissioner is responsible to the Chief Commissioner for: support and development of Scouting within the Scout Region

vi. If the office of Regional Commissioner is vacant, the Chief Commissioner will either nominate an Assistant Regional Commissioner or another Commissioner to act in this capacity or will perform these duties themselves.

b. The Deputy County Commissioner

This Rule is deleted as the role does not exist in Scotland.

c. County Scout Network Commissioner

This Rule is deleted as the role does not exist in Scotland.

d. Assistant Regional Commissioner (Adult Training)

i. An Assistant Regional Commissioner (Adult Training) may be appointed to assist the Regional Commissioner with the delivery and validation of learning.

ii. The functions of the appointment are to:

- determine, review and maintain the appropriate structure for the support of learning opportunities in the County;
- support those involved in the management, delivery and administration of training;
- plan and ensure the delivery of the learning provision in the Region for Modules 5 - 36 so that all adults in Scouting completing a 'Personal Learning Plan' have access to suitable learning opportunities using a variety of methods;

- ensure that people involved in training are suitably qualified (that is have attained or are actively working towards the relevant module) and effective;
- ensure that the recommendation of Wood Badges is carried out;
- implement The Scout Association's training policy within the Region;

iii. Assistant Regional Commissioners (Adult Training) must complete Module 33 *Planning a learning provision* and Module 34 *Managing a learning provision* within three years of appointment.

e. Local Training Managers

This Rule is deleted as the role does not exist in Scotland.

fi. Assistant Regional Commissioners

i. Assistant Regional Commissioners are appointed to assist the Regional Commissioner with particular duties relating to Adult Training, Communication, Development, Explorer Scouts and Scout Network

h. County Scout Network Leaders

This Rule is deleted as Network does not operate at Region level.

Rule 5.36 Responsibility for Sectional Matters

a. Responsibility for Sectional Matters concerning Beaver Scout, Cub Scout and Scout Sections lies with Scout Districts. Assistant Regional Commissioners may be appointed for the Explorer Scout Section and Scout Network.

b. The Assistant Regional Commissioner is usually a Scouter experienced in the particular Section concerned and will normally have completed Wood Badge Training for that Section.

- c. The functions of the appointment are:
- to assist the Regional Commissioner with supporting the Section in the Districts, including the personal support and encouragement of District Commissioners and Assistants;
 - to visit Districts and provide technical advice on their operations;

NB: Region has no responsibility for organising Programme events.

Rule 5.37 Responsibility for Specialist Subjects

a. Regional Advisers may be appointed to assist the Regional Commissioner with a variety of special responsibilities.....

Rule 5.38 Responsibility for General Duties

Delete role

Rule 5.42 Adult Responsibility for the Scout Network Programme and

Rule 5.43 Member's Responsibility for the Scout Network Programme

Rules deleted – Network is a District Responsibility. See also Scottish Variations from Rules 4.52 and 4.53.

Rule 5.45 The Queen's Scout Award

District responsibility. (see Scottish Variation from Rule 4.57).

Rule 5.47 Finance and the Scout County

The variation to Rule 3.48 set out above in relation to Scout Groups also applies to Scout Regions.

Rule 5.48 Funds administered by the Scout Network, Scout Fellowships and other Scout Sections in the County

Delete all references to Scout Network – refer to Rule 4.60.

Rule 5.49 Bank Accounts

g. Region funds must be invested as specified by the Charities and Trustees Investment (Scotland) Act 2006.

Rule 5.52 Disposal of Region Assets at Closure

d. Any assets remaining after the closure of a Region will automatically pass to the Country Headquarters, which shall use or dispose of these assets at its absolute discretion, solely for the purposes of Scouting.

Chapter 6

The Structure of the Headquarters of The Scout Association

Regional Commissioners

In Scotland Regional Commissioners are appointed by the Chief Commissioner.

- The appointment of a Regional Commissioner remains valid until the fifth anniversary of the date of the appointment.
- The appointment of Regional Commissioners is subject to formal review by the Chief Commissioner using Form AR.
- The appointment of a Regional Commissioner may be renewed for a second period not exceeding five years.
- Regional Commissioners are Ex officio members of all District Scout Councils in their region and have Right of Attendance at all District Executive Committees in their region.

The Country Scout Councils of Northern Ireland, Scotland and Wales

Under the Scout Constitution for Scotland, the affairs of The Scout Association are under the charge of The Scottish Council The Scout Association, with a Board for the management of its business. Under the authority of Headquarters, Scottish Headquarters is the body responsible for matters of programme, training and administration in Scotland.

Scotland has separate legal and educational systems and its own system of National (Scottish) and local government.

Certain Rules concerning trusteeship, property and charitable status therefore do not apply in Scotland without modification. There are no Scout Areas (Counties) in Scotland. Some functions of Scout Areas (Counties) are allocated to Scout Districts and some to Scout Regions.

Chapter 9 Activities

Rule 9.1 Activity Rules – Application

c. The District Commissioner is responsible for approving all activities for Scout Network Members. This will usually be by means of an informal system agreed between the District Commissioner and the District Scout Network Leader.

d. The relevant District or Regional Commissioner is responsible for approving all activities for groups of adults (i.e. where each individual is aged 18 and over). This will usually be by means of an informal system agreed between the relevant Commissioner and the Assistant Regional Commissioner Scout Network (in respect of Scout Network), Regional Advisor (Scout Fellowship) or other person recognised by the relevant Commissioner.

Chapter 10 Uniform, Badges and Emblems

All references to 'County' in Chapter 10 should be replaced by 'Region' for Scotland except Rule 10.27 (e) where 'County' should be replaced by 'District'.

Rule 10.17 Marching Bands

A dark blue Balmoral bonnet with the metal Arrowhead Badge is added to the list of additional optional items: the Balmoral should have short tails and a navy blue "toorie", but not a diced border.

Rule 10.26 Identifying Group, District and County Badges

In addition to the items listed, a Scottish emblem consisting of a St Andrew's Cross with the word "Scotland" below is authorised for wear on uniform by members in Scotland. It is worn at the top of the right shoulder, immediately below any Group name tape and above any District/Region badge.

Chapter 12 Flags and Ceremonial

All references to 'County' or 'Counties' in Chapter 12 should be replaced by 'District' or 'Districts' for Scotland.

Chapter 13

Trusteeship, Property and Equipment

Certain Rules in this Chapter do not apply, without modification, in parts of the British Isles outside England and Wales.

Rule 13.1 Persons not allowed to act as Trustees

e. The Charities Acts apply to England and Wales only. The Charities and Trustee Investment (Scotland) Act 2005 applies to Scotland.

f. Certain people are disqualified from continuing as a trustee, or from becoming a trustee. They are people who:

- have been convicted at any time of any offence involving deception or dishonesty, unless the conviction is regarded as spent; or
- are undischarged bankrupts; or
- have made compositions with their creditors under the Insolvency Act 1986 which have not been discharged; or
- have at any time been removed by the Charity Commissioners or the Office of the Scottish Charity Regulator or by any court in the United Kingdom from being a trustee because of misconduct; or
- are disqualified from being company directors; or
- have failed to make payments under county court administration orders or similar in Scotland.

Rule 13.2 Property and Equipment

The Scout Association Trust Corporation does not operate in Scotland. In Scotland the following rules apply in regard to the ownership of property and equipment, effectively replacing Rule 13.2 (c) – (i).

Any **heritable property** which the Scottish Council, any Regional Scout Council, any District Scout Council or any Group may acquire by purchase, lease, gift or otherwise shall be vested in and the Title thereto shall be taken in the names of:

- (a) in the case of the Scottish Council - the Chief Commissioner of Scotland, the

Chairman of the Scottish Board, the Honorary Treasurer and the Secretary or any three of them for the time and their successors in office as trustees for the Scottish Council, or

- (b) in the case of a Regional Scout Council, District Scout Council or Group - the Regional Commissioner, the Regional Chairman, the Regional Treasurer and the Regional Secretary or any three of them for the time and their successors in office as trustees for the benefit of the Regional Scout Council, District Scout Council or Group as the case may be.

Such trustees, or a majority of them, have power to sell in respect of the heritable property or any part thereof vested in them as aforesaid, and they have power to borrow on the security thereof for the benefit of the Regional Scout Council, District Scout Council or Group as the case may be..

All **moveable property** including cash and debts due to the Scottish Council, any Regional Scout Council, any District Scout Council or any Group, and claims of every description competent to them shall be held to be vested in the Scottish Council, the Regional Scout Council, the District Scout Council or the Group. Power to take any proceedings necessary to safeguard, recover, vindicate or pursue the same shall be vested in respectively:-

- (a) the Chief Commissioner of Scotland, the Chairman of the Scottish Board, the Honorary Treasurer and the Secretary for the time or any two of them
- (b) the Regional Commissioner, the Regional Chairman, the Regional Treasurer and the Regional Secretary for the time or any two of them
- (c) the District Commissioner, the District Chairman, the District Treasurer and the District Secretary for the time or any two of them, or
- (d) the Group Scout Leader, the Group Chairman, the Group Treasurer and the Group Secretary for the time or any two of them.

Any leases, except heritable leases as aforementioned, and other probative writings entered into by the Scottish Council (or the Scottish Board on its behalf), any Regional Scout Council, any District Scout Council or any Group shall be executed for and on their behalf by those listed in (a), (b), (c) and (d) above respectively.

Rule 13.9 Investments

a. For any given Group, District or Region, powers of investment are governed by the Charities and Trustee Investment (Scotland) Regulations 2006.

Rule 13.12 Safe Custody of Documents

Scottish Headquarters can arrange for the safe custody of Title Deeds, Leases, Deeds of Trust, Minutes of Agreement, Insurance Policies and other important documents.

Chapter 15

Complaints, Suspensions and Dismissals

Rule 15.8(a) Termination of Youth Membership

Youth Membership may be terminated by:

in the case of Scout Network Members by leaving their District provision without joining another District;

Rule 15.9(a) Dismissal of Scout Network Members

No Scout Network Member may be dismissed without the approval of the District Scout Network Leader.

Rule 15.13 Appeals against the Dismissal of Scout Network Members

a. Any Scout Network Member who is dismissed has the right of appeal (with the aid of a 'friend' if so desired) to the District Commissioner.

b. If so requested by the person dismissed, the District Commissioner may appoint a committee to hear the appeal.

Scottish Variations from POR

ANNEX A

MODEL CONSTITUTION FOR A DISTRICT SCOUT COUNCIL [effective from 1 April 2008]

EXPLANATORY NOTE

It is recommended that each new or continuing District Scout Council should adopt the model Constitution which follows, along with a Preamble setting out the purpose of Scouting and recording the changes resulting from the restructuring process. Three versions of a Preamble are shown to fit three different scenarios: these may be adapted to cover other circumstances.

CONSTITUTION OF THEDISTRICT SCOUT COUNCIL

PREAMBLE 1 (applicable where two or more existing Districts amalgamate)

Whereas:

- (a) the purpose of Scouting is to contribute to the development of young people in achieving their full physical, intellectual, social and spiritual potentials, as individuals, as responsible citizens and as members of their local, national and international communities,
- (b) with effect from 1 April 2008 the support structure for Scouting in Scotland was streamlined on a Regional basis with a smaller number of Districts than previously,
- (c) (*insert names of District Scout Councils amalgamating*) have resolved to amalgamate, with effect from 1 April 2008, the amalgamated body to be known as The District Scout Council,
- (d) for practical reasons it has been agreed by each of the existing District Scout Councils that, after changing its name and Constitution, The District Scout Council should become the restructured District Scout Council, to be known as The..... District Scout Council, and
- (e) the restructured District Scout Council is the successor to each of the existing District Scout Councils referred to in (c) above,

the members of the restructured District Scout Council adopted the following Constitution at their first meeting held on 2008.

[Note – if (d) above does not apply, omit it and renumber (e) as (d).]

OR

PREAMBLE 2 (applicable when an existing Area is to become a District)

Whereas:

- (a) the purpose of Scouting is to contribute to the development of young people in achieving their full physical, intellectual, social and spiritual potentials, as individuals, as responsible citizens and as members of their local, national and international communities,

- (b) with effect from 1 April 2008 the support structure for Scouting in Scotland was changed from one based on a network of Area and District Scout Councils to one based on Regional and District Scout Councils, and
- (c) as a result of this change, it has been agreed that The Area Scout Council should become The District Scout Council

the members of the restructured District Scout Council adopted the following revised Constitution at a meeting held on 2008.

OR

PREAMBLE 3 (applicable where an existing District is continuing as a District)

Whereas:

- (a) the purpose of Scouting is to contribute to the development of young people in achieving their full physical, intellectual, social and spiritual potentials, as individuals, as responsible citizens and as members of their local, national and international communities,
- (b) with effect from 1 April 2008 the support structure for Scouting in Scotland was changed from one based on a network of Area and District Scout Councils to one based on Regional and District Scout Councils, and
- (c) the restructuring affects the role and operation of District Scout Councils

the members of The District Scout Council adopted the following revised Constitution at a meeting held on 2008.

1. THE DISTRICT SCOUT COUNCIL

_____ (*insert District name*) District Scout Council (hereinafter referred to as "the DSC") is responsible for overseeing and supporting Scouting in _____ (*describe area covered*) within geographical boundaries agreed between the DSC and the _____ (*insert Region name*) Regional Scout Council. It is an autonomous body, affiliated to The Scout Association, and its affairs are managed by the District Executive Committee.

2. PRESIDENT AND VICE PRESIDENTS

The DSC may appoint a President and one or more Vice Presidents from time to time and for such periods as it may decide.

3. MEMBERSHIP OF THE DISTRICT SCOUT COUNCIL

Membership of the DSC shall consist of:

- a) the President and Vice Presidents (if any)
- b) the District Chairman, District Secretary and District Treasurer
- c) the District Commissioner and all other adult members and associate members of The Scout Association in the District, including other Commissioners, Leaders, Assistant Leaders, Section Assistants, Skills Instructors, Advisers and members of Scout Fellowships and the Scout Network, including those holding provisional appointments
- d) all Explorer Scouts and those parents/guardians of Explorer Scouts in the District who have notified the District Secretary that they wish to be treated as members

- e) members of the District Executive Committee
- f) the Regional Chairman and the Regional Commissioner, and
- g) any persons elected or re-elected annually by the DSC on the recommendation of the District Commissioner and the District Executive Committee.

4. MEETINGS OF THE DSC

The DSC shall hold an Annual General Meeting as soon as practicable after the end of each financial year, and in any event within eight months of the end of each financial year.

At each Annual General Meeting the business shall be:

- a) to approve minutes of the previous Annual General Meeting and any subsequent Extraordinary General Meeting
- b) to receive, to consider and, if thought fit, to adopt the Annual Report of the District Executive Committee, including annual accounts and associated financial statements
- c) (if appropriate) to elect or re-elect a District President and/or Vice Presidents
- d) to receive and, if thought fit, to approve the District Commissioner's nomination of the District Chairman [who shall not be a person holding a District level Scouter appointment in that District]
- e) to elect a District Secretary and District Treasurer, [neither of whom shall be persons holding District level Scouter appointments in the District]
- f) to elect elected members of the District Executive Committee
- g) to receive and, if thought fit, to approve the District Commissioner's nominations of nominated members of the District Executive Committee
- h) to elect representatives to serve on the Regional Scout Council
- i) to elect delegates and a nominated youth representative to serve on The Scottish Council The Scout Association
- j) to elect a suitably qualified auditor or independent examiner, as appropriate
- k) to receive a report from the District Commissioner, and
- l) to transact any other business which was specified in the agenda for the meeting either at the request of the District Executive Committee or by requisition signed by five members of the DSC and lodged with the District Secretary at least eight weeks prior to the meeting.

An Extraordinary Meeting of the DSC shall be called by the District Secretary within sixty days at the request of the District Executive Committee, or of either the District Chairman or the District Commissioner, or by requisition signed by ten members of the DSC. At Extraordinary Meetings, the business shall be limited to the purpose for which the meeting was called.

Notice of all meetings of the DSC, including a copy of the agenda, shall be issued to members of the DSC at least two weeks prior to the date of the meeting, either in paper form or electronically.

Such notice may be given by including it in a newsletter or other publication which is circulated throughout the District.

The President (if one has been appointed and if he or she is present and wishes to take the chair) shall preside at meetings of the DSC. Otherwise the District Chairman shall preside or, in his or her absence, the meeting shall elect a chairman from the members present.

5. DISTRICT EXECUTIVE COMMITTEE

The District Executive Committee shall be responsible to the DSC for managing the affairs of the DSC, for supporting the District Commissioner in meeting the responsibilities of his or her appointment and for providing support for Scout Groups, Explorer Scout Units and the Scout Network in the District. It shall be specifically responsible for:

- a) promoting Scouting in the District and arranging for harmonious cooperation with other organisations
- b) ensuring practical support for Scout Groups and other units in the District, particularly as regards the delivery of programme
- c) acting on matters relating to the District's finance and property
- d) appointing sub-committees and oversight of their operation
- e) supervising the administration of Groups, and the District Scout Fellowship, particularly in relation to finance and property matters
- f) attending to District administration, including matters relating to adult appointments, the appointment of a District Badge Secretary, registrations and membership of The Scout Association and the collection of membership subscriptions within the District
- g) complying with legislation applicable to Scottish charities
- h) approving an Annual Report, including annual accounts and associated financial statements, for submission to the Annual General Meeting of the DSC.
- i) Acting as an Executive Committee for the Explorer Scout Units in the District and the District Scout Network.

The District Executive Committee may enact and from time to time alter such Bylaws as it may consider appropriate for the regulation of its procedures and the powers and procedures of its sub-committees, provided that any changes in the Bylaws shall be reported to the next Annual General Meeting of the DSC.

The members of the District Executive Committee shall serve as charity trustees for the DSC, and in that capacity they shall have the fullest powers to administer and manage the DSC's affairs in furtherance of its charitable purposes providing that the assets are to be applied solely for the purposes, management and administration of Scouting. In particular, but without limitation, the District Executive Committee shall have power, subject to appropriate disclosure in the next Annual Report, (i) to lend and to borrow, (ii) to invest widely, (iii) to raise funds by levying a subscription on members of the Association in the District, (iv) to award grants, including grants to one or more of their number, (v) to engage one or more of their number or their relations, either directly or through an a connected company or firm, to provide on a commercial basis services which they are suitably qualified to provide, (vi) to grant honoraria, including honoraria to one or more of their number and (vii) to reimburse one or more of their number from the DSC's funds for all or part of any expenses reasonably incurred in the course of their duties.

6. MEMBERSHIP OF THE DISTRICT EXECUTIVE COMMITTEE

The District Executive Committee shall consist of:

Ex officio members: the District Chairman, District Commissioner, District Secretary, District Treasurer, District Explorer Scout Commissioner and District Scout Network Leader

Elected members: not more than six members of the DSC elected annually at the District Annual General Meeting

Nominated members: persons nominated annually by the District Commissioner and whose nominations are approved at the District Annual General Meeting, and

Co-opted members: not more than six persons co-opted annually by the District Executive Committee

provided that (a) at the time of their appointment, the number of nominated members must not exceed the number of elected members, (b) persons ineligible to be charity trustees may not serve on the Committee, (c) nominated members and co-opted members need not already be members of the DSC and (d) when considering the appointment of co-opted members, the Committee shall use its best endeavours, if necessary, to ensure that at least two members of the Committee are aged 18 years or over, but less than 25 years.

The Regional Chairman and the Regional Commissioner shall have the right of attendance at meetings of the District Executive Committee.

The District Executive Committee may fill casual vacancies in their number by interim appointment until the next Annual General Meeting of the DSC.

7. SUB-COMMITTEES

The District Executive Committee shall appoint an Appointments Advisory Sub-Committee and such other sub-committees as it decides. The District Chairman and District Commissioner shall be ex officio members of all sub-committees. The District Executive Committee shall appoint the chairmen, secretaries and other members of all such sub-committees (who need not be members of the DSC), provided that the membership of any fund-raising sub-committee must include at least two members of the District Executive Committee (in addition to ex officio members).

The Appointments Advisory Sub-Committee shall be responsible to the District Executive Committee for carrying out the process of assessing the suitability of all adult applicants for appointments within the District and for associated matters, including applications for change of appointment, the periodic review of existing appointments and the cancellation of appointments, all in accordance with the Rules of The Scout Association as applicable in Scotland.

The District Executive Committee shall set the terms of reference of any other sub-committees.

8. CONDUCT OF MEETINGS

At meetings of the DSC, a quorum shall consist of such number of members present in person as the DSC shall by resolution have determined. However, if a meeting of the DSC is not quorate, it shall be rearranged for a date, time and place decided by the District Executive Committee and the rearranged meeting shall proceed whether or not a quorum is present.

The quorum at meetings of the District Executive Committee and its sub-committees shall be prescribed in Bylaws.

Except as provided in clause 9 below, decisions at meetings of the DSC, the District Executive Committee and its sub-committees shall be determined by a simple majority of the votes cast in

person by those entitled to vote. The chairman of the meeting shall not have a casting vote and, in the event of an equal number of votes being cast for and against a proposal, it shall be declared that the proposal has not been carried.

9. ALTERATIONS TO CONSTITUTION

No alterations shall be made to this Constitution except by resolution of the DSC at a meeting of the DSC at which at least two thirds of the votes cast in person by those entitled to vote are in favour of the proposed change or changes. Particulars of the proposed change or changes must accompany the notice calling the meeting.

Scottish Variations from POR

Annex B

MODEL CONSTITUTION FOR A REGIONAL SCOUT COUNCIL

CONSTITUTION OF THE REGIONAL SCOUT COUNCIL

PREAMBLE

Whereas:

- (a) the purpose of Scouting is to contribute to the development of young people in achieving their full physical, intellectual, social and spiritual potentials, as individuals, as responsible citizens and as members of their local, national and international communities,
- (b) with effect from 1 April 2008 the support structure for Scouting in Scotland was changed from one based on 31 Area Scout Councils to one based on 8 Regional Scout Councils,
- (c) (*insert names of Area Scout Councils affected*) have resolved to amalgamate, with effect from 1 April 2008, to form The Regional Scout Council,
- (d) for practical reasons it has been agreed by each of these Area Scout Councils that, after changing its name and Constitution,..... Area Scout Council should become the said Regional Scout Council and
- (e) the said Regional Scout Council is the successor to each of the Area Scout Councils referred to in (c) above,

the members of the said Regional Scout Council adopted the following Constitution at their first meeting held on 2008.

[Note – if (d) above does not apply, omit it and renumber (e) as (d).]

1. THE REGIONAL SCOUT COUNCIL

..... (*insert Regional name*) Regional Scout Council (hereinafter referred to as “the RSC”) is responsible for overseeing and supporting Scouting in the local authority areas of (*insert local authority names and describe any variations if the Region covers part of a local authority area*). It has a particular responsibility for supporting District Scout Councils in the Region in regard to development, recruitment, adult training and public relations. It is an autonomous body, affiliated to The Scout Association, and its affairs are managed by the Regional Executive Committee.

2. PRESIDENT AND VICE PRESIDENTS

The RSC may appoint a President and one or more Vice Presidents from time to time and for such periods as it may decide.

3. MEMBERSHIP OF THE REGIONAL SCOUT COUNCIL

Membership of the RSC shall consist of:

- a. the President and Vice Presidents (if any)
- b. the Regional Chairman, Regional Secretary and Regional Treasurer

- c. the Regional Commissioner, Assistant Regional Commissioners and Regional Advisers
- d. all District Commissioners, District Chairmen and Group Scout Leaders in the Region, including those holding provisional appointments
- e. two named representatives of each District Scout Council in the Region
- f. those District Youth Representatives who are members of The Scottish Council The Scout Association
- g. the Chief Commissioner of Scotland and the Chairman of the Board of The Scottish Council The Scout Association, and
- h. any persons elected or re-elected annually by the RSC on the recommendation of the Regional Commissioner and the Regional Executive Committee.

4. MEETINGS OF THE RSC

The RSC shall hold an Annual General Meeting as soon as practicable after the end of each financial year, and in any event within eight months of the end of each financial year.

At each Annual General Meeting the business shall be:

- a. to approve minutes of the previous Annual General Meeting and any subsequent Extraordinary General Meeting
- b. to receive, to consider and, if thought fit, to adopt the Annual Report of the Regional Executive Committee, including annual accounts and associated financial statements
- c. (if appropriate) to elect or re-elect a Regional President and/or Vice Presidents
- d. to receive and, if thought fit, to approve the Regional Commissioner's nomination of the Regional Chairman, who shall not be a Scouter holding a Regional appointment in that Region
- e. to elect a Regional Treasurer and (unless it is a remunerated post) a Regional Secretary, neither of whom shall be a Scouter holding a Regional appointment in that Region
- f. to elect elected members of the Regional Executive Committee
- g. to receive and, if thought fit, to approve the Regional Commissioner's nominations of nominated members of the Regional Executive Committee
- h. to elect a nominated member and a nominated youth representative to serve on the Council of The Scout Association
- i. to appoint three nominated members from the Regional Scout Council (ideally the Regional President, Secretary and Treasurer) to serve as delegates on the Council of The Scottish Council The Scout Association
- j. to appoint a suitably qualified auditor or independent examiner, as appropriate

- k. to receive a report from the Regional Commissioner, and
- l. to transact any other business which was specified in the agenda for the meeting either at the request of the Regional Executive Committee or by requisition signed by five members of the RSC and lodged with the Regional Secretary at least eight weeks prior to the meeting.

An Extraordinary Meeting of the RSC shall be called by the Regional Secretary within sixty days at the request of the Regional Executive Committee, or either the Regional Chairman or the Regional Commissioner, or by requisition signed by ten members of the RSC. At Extraordinary Meetings, the business shall be limited to the purpose for which the meeting was called.

Notice of all meetings of the RSC, including a copy of the agenda, shall be issued to members of the RSC at least two weeks prior to the date of the meeting, either in paper form or electronically. Such notice may be given by including it in a newsletter or other publication which is circulated throughout the Region.

The President (if one has been appointed and if he or she is present and wishes to take the chair) shall preside at meetings of the RSC. Otherwise, the Regional Chairman shall preside and, in his or her absence, the meeting shall elect a chairman from the members present.

5. REGIONAL EXECUTIVE COMMITTEE

The Regional Executive Committee shall be responsible to the RSC for managing the affairs of the RSC, for supporting the Regional Commissioner in meeting the responsibilities of his or her appointment and for providing support for Scout Districts, Groups, Explorer Scout Units and the Scout Network in the Region. It shall be specifically responsible for:

- a. promoting the development of Scouting in the Region and arranging for harmonious cooperation with other organisations
- b. acting on matters relating to the Region's finance and property
- c. appointing sub-committees and overseeing their operation
- d. appointing a Regional Secretary from time to time if it is a remunerated post, and for dealing with any staff matters
- e. supervising the administration of Districts, particularly in relation to finance and property matters
- f. attending to Regional administration, including matters relating to adult appointments, registrations and membership of The Scout Association
- g. complying with legislation applicable to Scottish charities
- h. approving an Annual Report, including annual accounts and associated financial statements, for submission to the Annual General Meeting of the RSC.

The Regional Executive Committee may enact and from time to time alter such Bylaws as it may consider appropriate for the regulation of its procedures and the powers and procedures of its sub-committees, provided that any changes in the Bylaws shall be reported to the next Annual General Meeting of the RSC.

The members of the Regional Executive Committee shall serve as charity trustees for the RSC, and in that capacity they shall have the fullest powers to administer and manage the RSC's affairs in furtherance of its charitable purposes provided that the RSC's assets are to be applied solely for the purposes, management and administration of Scouting. In particular, but without limitation, the Regional Executive Committee shall have power, subject to appropriate disclosure in the next Annual Report, (i) to lend and to borrow, (ii) to invest widely, (iii) to raise funds by levying a subscription on members of the Association in the Region, (iv) to award grants, including grants to one or more of their number, (v) to engage one or more of their number or their relations, either directly or through an a connected company or firm, to provide on a commercial basis services which they are suitably qualified to provide, (vi) to grant honoraria, including honoraria to one or more of their number and (vii) to reimburse one or more of their number from the RSC's funds for all or part of any expenses reasonably incurred in the course of their duties.

6. MEMBERSHIP OF THE REGIONAL EXECUTIVE COMMITTEE

The Regional Executive Committee shall consist of:

Ex officio members: the Regional Chairman, Regional Commissioner, Regional Secretary and Regional Treasurer

Elected members: not more than six members of the RSC elected annually at the Regional Annual General Meeting.

Nominated members: persons nominated annually by the Regional Commissioner and whose nominations are approved at the Regional Annual General Meeting, and

Co-opted members: not more than four persons co-opted annually by the Regional Executive Committee

provided that (a) at the time of their nomination, the number of nominated members must not exceed the number of elected members, (b) persons ineligible to be charity trustees may not serve on the Committee, (c) nominated members and co-opted members need not already be members of the RSC and (d) when considering the appointment of co-opted members, the Committee shall use its best endeavours, if necessary, to ensure that at least two members of the Committee are aged 18 years or over, but less than 25 years.

The Chief Commissioner of Scotland and the Chairman of the Board of The Scottish Council The Scout Association shall have the right of attendance at meetings of the Regional Executive Committee.

The Regional Executive Committee may fill casual vacancies in their number by interim appointment until the next Annual General Meeting of the RSC.

7. SUB-COMMITTEES

The Regional Executive Committee shall appoint an Appointments Advisory Sub-Committee and such other sub-committees as it decides. The Regional Executive Committee shall appoint the chairmen, secretaries and members of all such sub-committees, who need not be members of the RSC or of the Regional Executive Committee. The Regional Chairman and Regional Commissioner shall be ex officio members of all sub-committees.

The Appointments Advisory Sub-Committee shall be responsible to the Regional Executive Committee for carrying out the process of assessing the suitability of all adult applicants for Regional appointments, including District Commissioners, and for associated matters, including applications for change of appointment and the periodic review of existing appointments, all in accordance with the Rules of The Scout Association as applicable in Scotland.

The Regional Executive Committee shall set the terms of reference of any other sub-committees.

8. CONDUCT OF MEETINGS

At meetings of the RSC, a quorum shall consist of such number of members present in person as the RSC shall by resolution have determined. However, if a meeting of the RSC is not quorate, it shall be rearranged for a date, time and place decided by the Regional Executive Committee and the rearranged meeting shall proceed whether or not a quorum is present.

The quorum at meetings of the Regional Executive Committee and its sub-committees shall be prescribed in Bylaws..

If any member of the RSC, Regional Executive Committee or of any of its sub-committees holds a remunerated post in the Region, he or she shall not be entitled to vote at meetings.

Except in relation to proposed constitutional alterations, decisions at meetings of the RSC, the Regional Executive Committee and its sub-committees shall be determined by a simple majority of the votes cast in person by those entitled to vote. The chairman of the meeting shall not have a casting vote and, in the event of an equal number of votes being cast for and against a proposal, it shall be declared that the proposal has not been carried.

9. ALTERATIONS TO CONSTITUTION

No alterations shall be made to this Constitution except by resolution of the RSC at a meeting of the RSC at which at least two thirds of the votes cast in person by those entitled to vote are in favour of the change or changes. Particulars of the proposed change or changes must accompany the notice calling the meeting.

POR: The Appointment Process

1.3 Other terms

Occasional helper	Parents and other occasional helpers are not covered by the Appointment Process. Parents and other helpers offering regular assistance (monthly or more often) are required to complete an enhanced Disclosure Scotland application. For further information please refer to Scottish Variations to POR rules 3.26f, 4.28f and 5.19f.
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3.2 Training Requirements for Appointments Advisory Committee Members

- b) As the line manager, the Appointments Chairman is responsible for ensuring that all members of the Appointments Advisory Committee have validated the required modules. The Appointments Chairman, however, does not necessarily have to be the Training Adviser for the Appointments Advisory Committee members. The Appointments Chairman should work closely with the County/Area Training Manager/Assistant Regional Commissioner Adult Training (Scotland) or the Local Training Manager /Assistant District Commissioner (Adult Training) (according to local arrangements) to co-ordinate the allocation of Training Advisers.

3.3 Duties of the Appointments Advisory Committee

- a) vii. Must maintain links with the Assistant District Commissioner (Adult Training) or Assistant Regional Commissioner (Adult Training) as appropriate.

4.1 Personal Enquiry

- a) See Scottish Variations to POR Rules 3.26, 4.28 and 5.19.

4.4.1 Elected and Nominated Trustees, Presidents, Deputy Presidents and Vice Presidents

- b) Chairman, Treasurer and Secretary Appointments may not be held by Leaders, Managers or Supporters at the same level within the District/Region. See Scottish Variations to POR Annex A, 4 (d) and (e) and Annex B, 4 (d) and (e).
- l) Upon approval, the Appointments Secretary will inform the Assistant District Commissioner (Adult Training)/Assistant Regional Commissioner (Adult Training) that a Provisional Appointment had been issued.

4.4.2 Co-opted Trustees, Advisers, Assessors and Administrators

- h) Training Advisers are appointed by the Assistant District Commissioner (Adult Training) to support and assess adults through their training up to the award of the Wood Badge.
- i) The functions of the appointment are to:
 - i. brief new adults about the training scheme;
 - ii. create a 'Personal Learning Plan' with each adult;
 - iii. validate modules as appropriate;
 - iv. meet regularly with each adult to offer support and encouragement.
- j) Upon approval, the Appointments Secretary will inform the Assistant District Commissioner (Adult Training)/Assistant Regional Commissioner (Adult Training) that a Provisional Appointment had been issued.

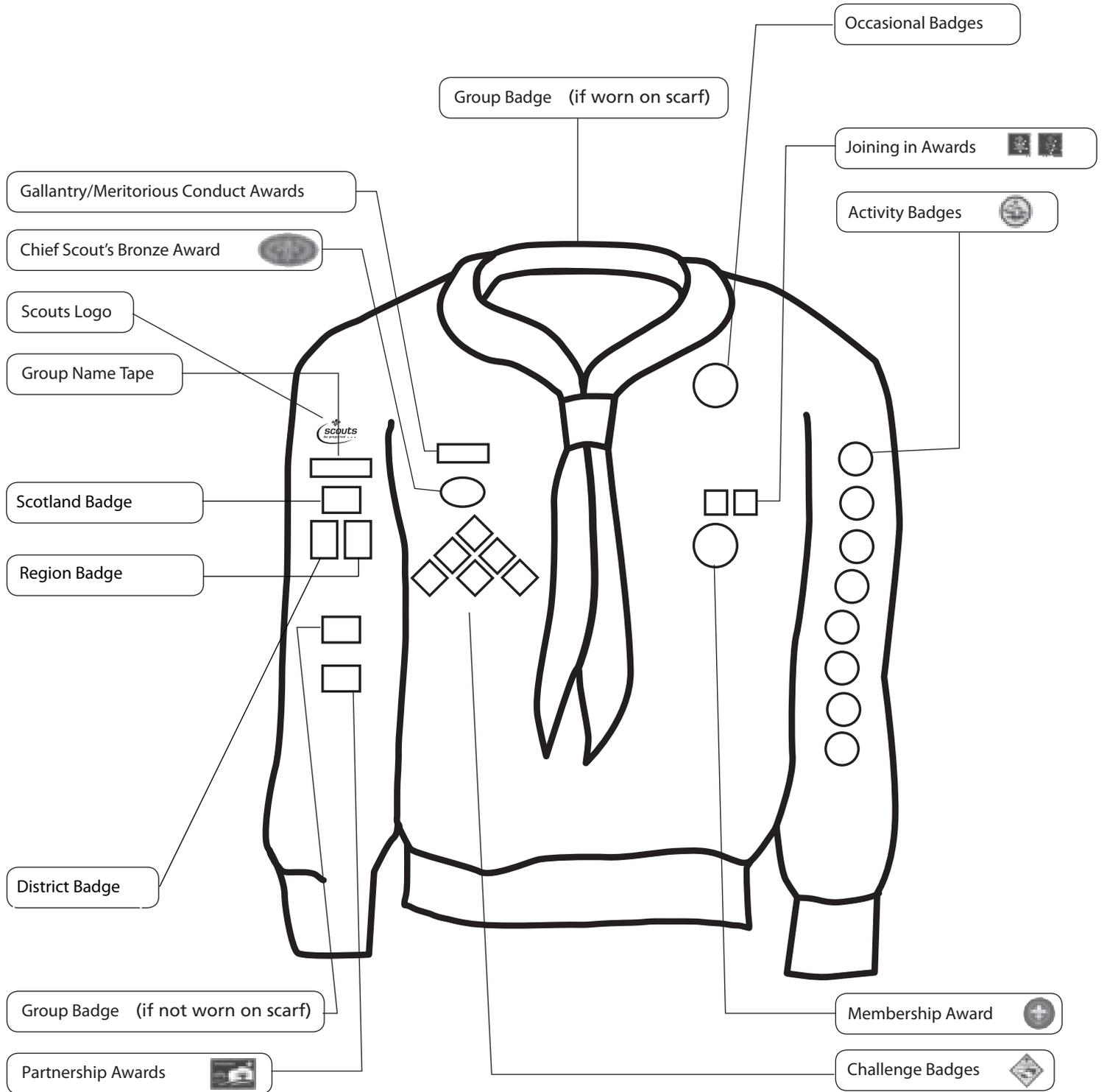
4.4.3 Fellowship Members, Fellowship Chairmen, Fellowship Treasurers and Fellowship Secretaries

- f) Upon approval, the Appointments Secretary will inform the Assistant District Commissioner (Adult Training)/Assistant Regional Commissioner (Adult Training) that a Provisional Appointment had been issued.

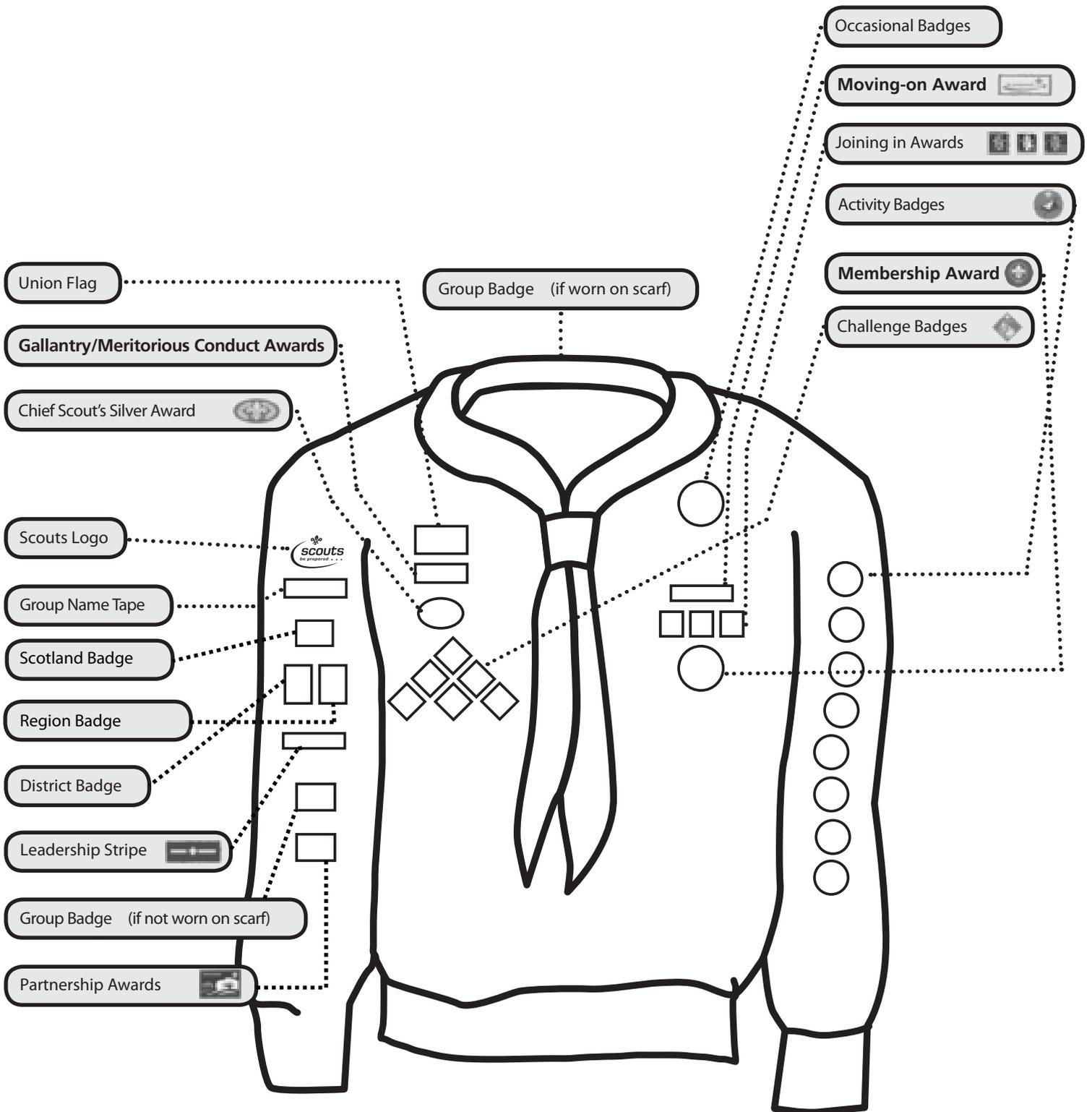
4.4.4 All Other Appointments

- u) Upon arrival, the Appointments Secretary will inform the Assistant District Commissioner (Adult Training)/Assistant Regional Commissioner (Adult Training) that a Provisional Appointment has been issued.

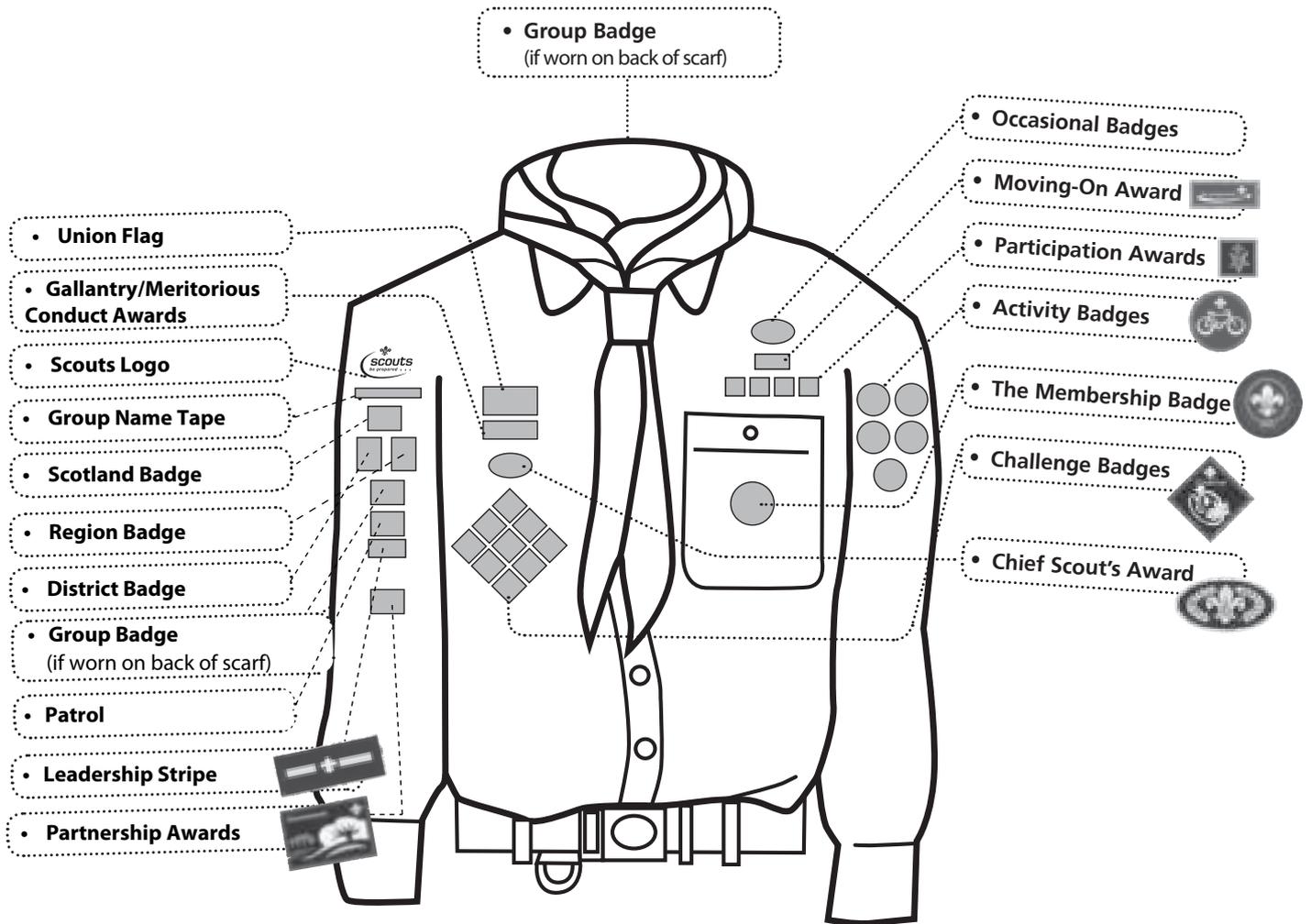
Position of Badges and Awards for Beaver Scouts



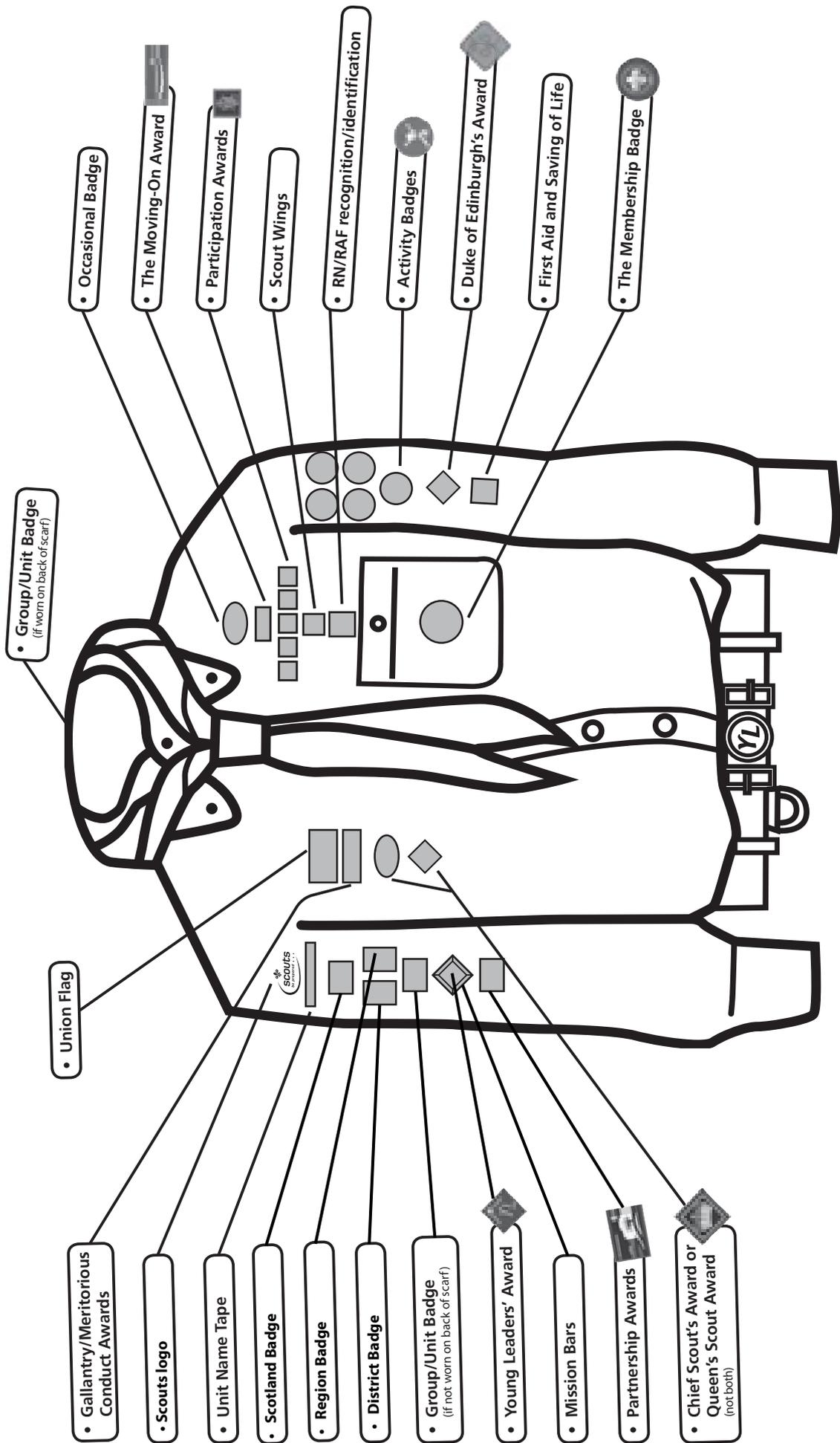
Position of Badges and Awards for Cub Scouts



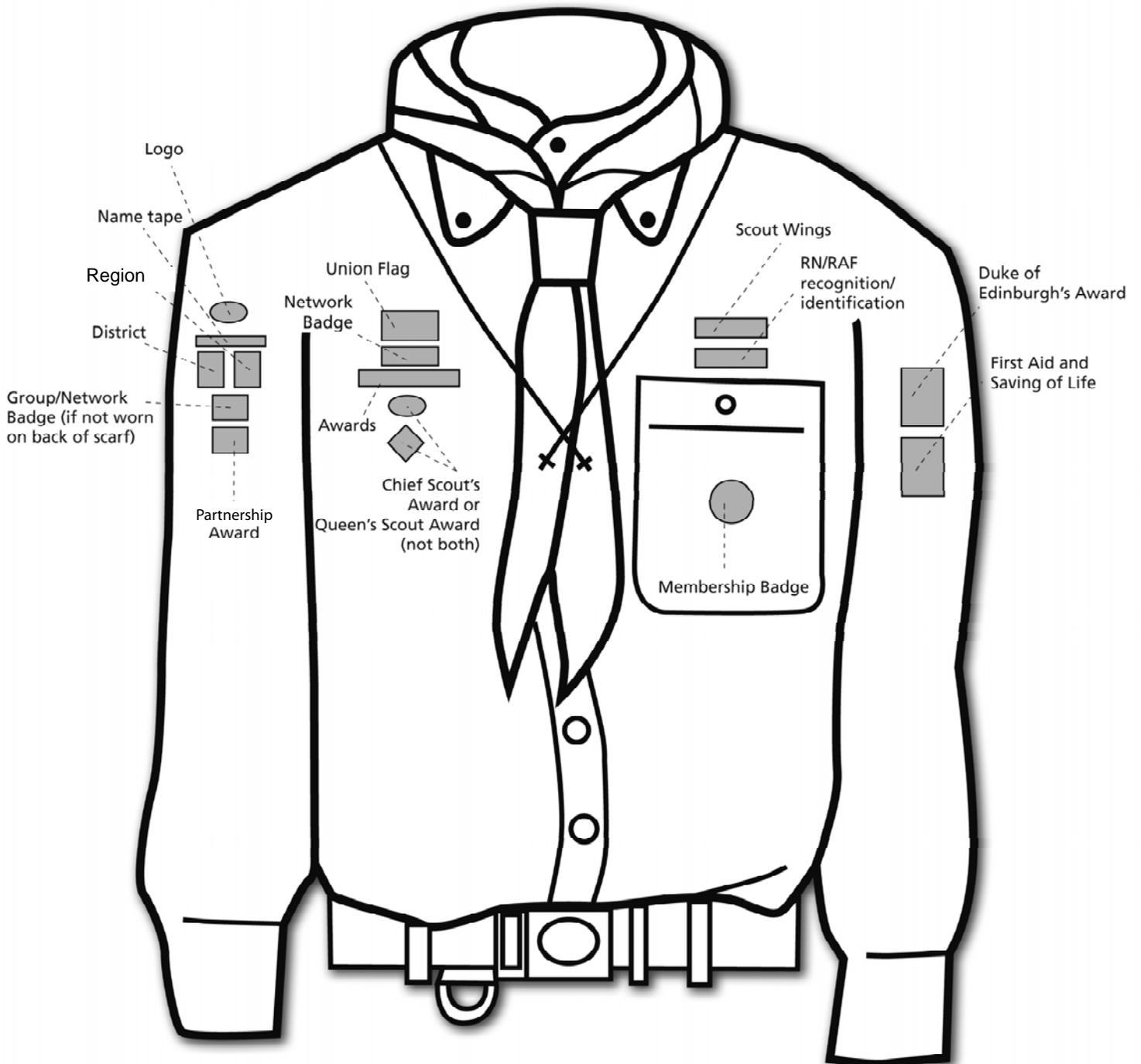
Position of Badges and Awards for Scouts



Position of Badges and Awards for Explorer Scouts

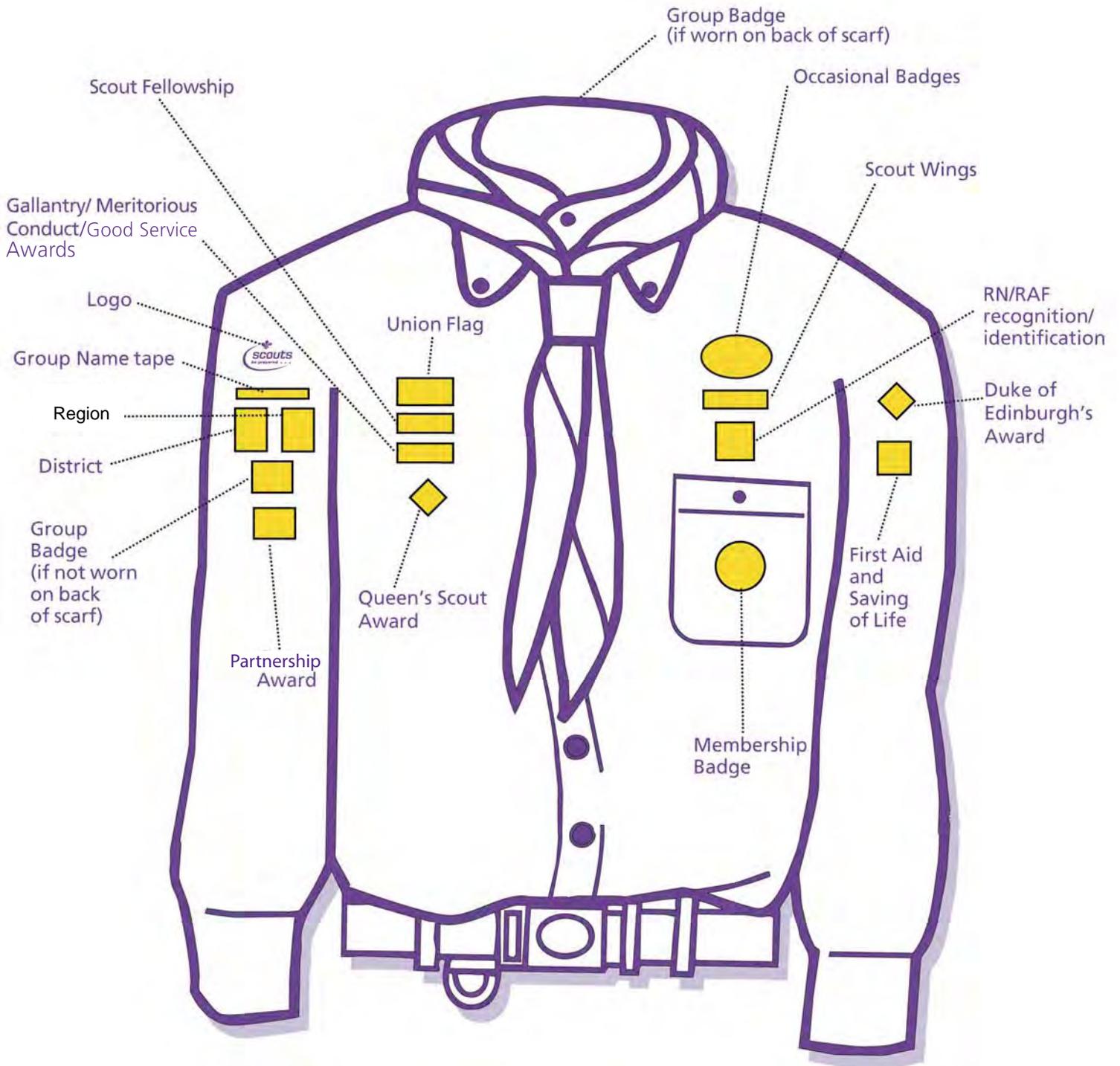


Position of Badges and Awards for Scout Network



*Please note that the Scotland Badge should be positioned below the Name Tape and above the District and Region Badges.

Position of Badges and Awards for Adult Leaders



*Please note that the Scotland Badge should be positioned below the Name Tape and above the District and Region Badges.