



## 1<sup>st</sup> Histon Scout Group Participation Support Policy

The Group recognises that there are circumstances where members of the Scout Association may be unable to meet the financial commitments for key Scouting events, but their participation would be both deserving and of significant benefit to them.

This policy outlines the framework for handling cases requiring participation support related to events.

Participation support cases are always considered on a case-by-case basis, and only where sufficient funds are available.

### Implementation

- The policy supports the purchase of Uniform and residential camps such as Group Camp and Summer Camp, enabling each individual at least one night away per year on a Scouting event. This policy also supports partial payment of subs. Supplementary events, for example gliding, sailing, skiing or similar activities are not covered by this policy and consequently will not be considered for support.
- When a young person's parents or carers approach, or are identified by, relevant Section Leaders, the Section Leader should enter into discussion with the parent or carer within the constraints of this policy. The Leader(s) may additionally ask the Group Scout Leader (GSL), Group Executive Chairman (GEC), or Group Treasurer to participate.
- Final approval of any subsidy requires the agreement of the Group Treasurer and either the GEC or the GSL.
- The Scout Group Executive Committee will agree an amount of funds to be allocated to the Participation Support Fund. The amount allocated to the Participation Support Fund will be reviewed annually, unless exceptional

Policy Ratified by Executive Committee on 25<sup>th</sup> January 2023

Next Review Date: January 2024

circumstances require the fund to be reviewed more frequently. The Scout Group Executive Committee may additionally choose to impose a cap on the amount of support offered to any individual, which will also be reviewed annually, unless there are exceptional circumstances that require it to be reviewed more frequently.

The primary consideration must always be the young person: if they are keen and active members then we should be doing everything we can to enable them to participate in Scouting.

### **Commitment to Scouting**

The applicant must show a regular commitment to the Association/Group, commensurate with the subsidy requested. For the Group or Summer camp, the following is a minimum:

- Membership of the Association
- One term of regular attendance, confirmed by the relevant Section Leader.

### **Financial Situation**

The Group uses the financial acceptance criteria employed by Cambridge County Education Authority for free school meals. This provides an independent known benchmark as a guideline. As of January 2020 these criteria can be found at <https://www.cambridgeshire.gov.uk/residents/children-and-families/schools-learning/help-with-school-learning-costs/free-school-meals>

The Group recognises that these criteria are stringent and will also consider cases where the annual household income is less than 1.2 times the National Living Wage. This means Group will consider support in households with an income below £25,506 per annum as evidenced, in confidence, to the Group Treasurer through a payslip or P60 (2021-2022 figures).



## Camps

Payment of a minimum of 1/3rd of the Camp Fees up front to secure the place on the camp. The Group will provide the remainder of the payment.

## Subscriptions

In order to support participation, the Scout Group can offer support of up to 2/3rds of the Subscription fees over an agreed time scale which cannot be more than a year in advance. At the end of the agreed time scale, a review will take place to see if there has been any change in the circumstances of the individual and to consider further ongoing support, if any, that can be offered.

## Uniform

Uniform will be provided to any young person who is offered a place in the Scout Group and where one of the criteria for Participation Support is met. In the event that the Young Person leaves Scouting within one year of joining, the uniform must be returned to the Scout Group.

## Confidentiality

Information relating to individual participation support cases is highly personal and will be treated as strictly confidential. Supporting evidence submitted to the Group Treasurer will be treated in strictest confidence. All records of discussions of a participation support case will be reported in a Confidential Minute, separate to the normal Group Executive Committee minutes.



## Appendix 1: Criteria

Documentary proof must be presented of any of the following:

- Pay-slips or P60 indicating household salary no greater than 1.2 times the National Living Wage (NLW) per annum (In 2021-2022 NLW is £10.90 per hour equivalent to £21,255 per annum) – meaning household salaries below £25,506 qualify for support, see <https://www.livingwage.org.uk/what-real-living-wage>
- Income Support
- Income Based Job Seekers Allowance
- Income-related Employment and Support Allowance
- Support under part VI of the Immigration & Asylum Act 1999
- Child Tax Credit
- Guarantee element of State Pension Credit
- Working Tax Credit during the four week period immediately after your employment finishes or after you start to work fewer hours per week
- Universal Credit