

	Gasóga na hÉireann / Scouting Ireland		
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Category: Equality, Diversity, and Inclusion			
Equality, Diversity, and Inclusion Statement			

Related Documents

Revision Schedule		
Revision	Date	Description

Equality, Diversity, and Inclusion Statement

This Statement confirms Scouting Ireland's position as an organisation committed to proactively seeking equality of outcomes for all young people. It is the foundation on which relevant policies are developed and implemented in the best interests of members*. The Statement is informed by Scouting Ireland's Constitution (Article 80) and its Strategic Plan 2021-2025 which aims to promote and support diversity and inclusivity.

Scouting Ireland is committed to countering disadvantage, harassment, discrimination, or any harmful behaviour experienced by the following diverse identity groups (in accordance with the laws across the island of Ireland):

- Women (gender ground)
- Married, single, divorced, separated, cohabiting people (civil status)
- Lone parents and (young) carers (family status ground)
- Older Adults excluded from opportunities (age)
- Disabled people including physical, sensory, neurodiversity and learning disabilities (see Appendix 1)
- LGBTQIA+: (sexual orientation (LGNQA+) and gender (TI) ground)
- Black and minority ethnic people (race ground)
- People of faith and none (religious ground)
- Travellers (membership of the Traveller community)
- Political opinion (Northern Ireland policy) ¹

In addition to the nine grounds on which discrimination is outlawed, the following grounds are also included:

- Socio-economic status ²
- Experience of the criminal justice system (subject to risk assessment).
- Young people in care or experience of care
- People out of education or employment
- Homeless people
- Geographically disadvantaged or rural communities ³

Scouting Ireland acknowledges that members may have intersecting identities and be part of multiple communities. The organisation takes an intersectional approach in its offer of support and promotion of equity. It celebrates diversity, values inclusivity and takes action to prevent and address discrimination.

*All policies are subject to review every three years.

1 Political opinion is not limited only to Northern Ireland constitutional politics. However, a political opinion which includes approval or acceptance of the use of violence for political purposes in Northern Ireland is excluded from protection.

2 Socio-Economic status is impending 10th ground of discrimination in Ireland

3 Geographically disadvantaged or rural communities will be actively considered in planning and opportunities to ensure full participation of all young people from these areas.

Appendix 1

This Statement has been informed by the Department of Children, Equality, Disability, Integration and Youth and the National Youth Council of Ireland (NYCI). Scouting Ireland follows statutory advice as outlined in the [Department's Customer Service Action Plan \(PDF – www.gov.ie\)](#). The organisation is a member of NYCI and seeks advice on the most up-to-date practice and use of language relating to equality, diversity and inclusion. Scouting Ireland acknowledges that language is ever evolving and the language in this Statement and related policies may not reflect individual preferences and/or may fall out of popular use by the respective communities. The language used in this statement and related policies will be reviewed and revised as agreed to take account of changing statutory requirements and expert advice.

The term 'Disabled People/Person' is used by some who interpret it as meaning *"that the person is disabled by society because they are denied the conditions needed to ensure that they can participate on an equal basis with everyone else – such as having physical access, relevant supports, assistive technologies etc."* ([NYCI: Access All Areas, Chapter 5, Page 4](#)).

Scouting Ireland acknowledges that individuals can express their preference for language that best describes their identity to be used.

Please find more information here: <https://www.youth.ie/articles/access-all-areas/>