



Gasóga na hÉireann - Scouting Ireland			
No:	Issued:	Amended: N/A	Next review date: Jan 2026
Category: Project team - Terms of reference			
Volunteer and Group Support Department: Neurodivergence Inclusion Project Team			
Related Documents:			
Revision: 1	Date:	Description: Document	

Description

The Neurodivergence Inclusion Project Team will be a support Project team serving Scouting Ireland within the Volunteer and Group Support Department. This team will look at all the policies and strategies within Scouting Ireland and propose changes to make scouting Ireland a more including environment for our neurodivergent adult volunteers.

The team will also focus on developing modules within the training systems that ensure that all Scouters in Scouting Ireland receive neurodivergence awareness training and that we in Scouting Ireland work collectively to include everyone (our youth members and our adult members)

Definition

Neurodiversity is, ultimately, a biological fact of the infinite variety of human neurocognition. Now, the same term 'neurodiversity' is also being used to represent a fast-growing sub-category of organizational diversity and inclusion that seeks to embrace and maximize the talents of people who think differently.

Duration of Term

Project Team duration: 36 months

Commencing: 1st March 2023

Termination: 28th February 2026

Aim of the Team

1. Review policies and procedures in Scouting Ireland and propose changes to ensure more neurodivergence inclusivity
2. Review Terms of Reference for Core Teams, Support Teams and Project Teams and propose changes to ensure more neurodivergence inclusivity
3. Review Training materials and propose changes to ensure more neurodivergence inclusivity and work with existing project teams to incorporate changes
 - BAS training materials
 - Group Leader / commissioner Training materials
 - Train the Trainer Training Materials

4. Liaise with Program Core team to ensure program is neurodivergent inclusive for all youth membership
5. Develop network of neurodivergent champions in each county and province who can provide localized support to all our membership, young and old
6. Provide support, leadership and training for Adult Resources representative across Scouting Ireland

Accountabilities

1. The members of the Neurodivergent Inclusion Project team are accountable to the Core Team and Department manager, or their delegate, through the Project team lead.
2. The Project team Lead will be appointed by the core team
3. All members of the team must adhere to the Project team Code of Conduct and will receive a letter of appointment
4. The Project team budget will be approved by the Department Manager and the Project Team Lead will administer the budget and monitor expenditures

Reviews

1. A review will be conducted every 12 months by the Project Team Lead in conjunction with their team and submitted to the Core Team for consideration.
2. An annual report should be submitted to the Core Team detailing the work carried out by the Neurodivergence Inclusion Project Team.