



From the Chief Executive

The concept of Co-education in Scouting in Malta has been on the minds of many for quite some time.

The suggestion was discussed at several meetings of the Scout Council and a special Sub-committee on Co-education was appointed. Discussions were held regularly and the opinions of several experts were obtained through correspondence and during face-to-face meetings.

The Sub-committee presented its findings to the Scout Council who, after its approval, instructed the Chief Commissioner to implement the proposal as and when the latter felt that all preparations were complete. This took longer than anticipated. However, now we have the services of two Commissioners responsible for Co-education and both the *Procedures* and *Guidelines* are ready. Furthermore, special Adult Leadership Training courses are available for prospective Co-Ed Adult Leaders.

It is, therefore, now felt that Groups wishing to introduce Co-education have available the necessary tools to do so and hence, the scheme can be launched.

I take this opportunity to augur well to all interested parties and I urge one and all to do our best to offer challenging and interesting programmes to our members in order to help them in the formation of their character to be able to take a constructive place in society in their future life.

JOSEPH G. GRECH
CHIEF EXECUTIVE

15 April 1999

FORWARD

It was possible to provide these Guidelines after several meetings and the work carried out the two Sub-committees that have been involved since discussions on Co-educational Scouting in Malta initiated.

The first Sub-committee was formed as follows:

- Mr David Dowdell (Chairman)
- Mrs Avril Frendo (Secretary)
- Mr Martin Azzopardi
- Mr George Cassar
- Mr Vincent Cassar
- Mr Joe Cardona
- Mr Hal Partridge

The second Sub-committee was formed as follows:

- Mr Martin Azzopardi- Chairman District Commissioner (Central)
- Mrs Avril Frendo - Secretary Council Member
- Mr Joseph Cardona - District Commissioner (North)
- Mr Marco Spiteri Binett - Training Commissioner
- Mr Hal Partridge - Council Member
- Mrs Betty Barry - Victoria Scout Group
- Ms Sandra Scerri - San Anton Scout Group
- Mr Joseph Saliba Jr - Qormi Scout Group
- Mr Anthony Xuereb - B'Bugia Scout Group

During the Council Meeting of the 28th November 1995 held at Island Headquarters, the Association approved a report submitted by the Co-Education Sub-Committee regarding the Co-educational set-up of the Scout Association of Malta.

Following approval of this report by the Scout Council, a follow-up Co-Education Sub-committee was formed and given Terms of Reference to prepare Guidelines for the implementation of Co-Education and for its management within the Scout Groups.

Apart from one informal meeting with Mr Jose A. Warletta, the Sub-committee met ten times. During these meetings the Subcommittee discussed in detail the two distinct phases – that is, the *implementation* and the *management* of the Co-educational scenario.

The Association would like to thank all those who have in various ways contributed towards the realisation of these *Procedures* and *Guidelines*.

THE **Scout** ASSOCIATION OF MALTA

CO-EDUCATION

1. Introduction

In most societies, the education of boys and girls was, in the past, conducted separately. Thus, where men and women had clearly defined roles that were quite different in nature, it was natural that boys and girls, young men and women would be provided with separate forms of education designed to equip them to fulfil these roles in their society.

Societies however change. In the industrialised world, women took on new roles. Technological developments played a major role in creating the conditions for the adaptation of roles of men and women. No longer was a women's place only in the house looking after the family. Women began to earn incomes from work, to pursue careers, to be more independent.

As the role of the women in evolved societies developed, so too did attitudes towards education. Traditional male and female roles in society were no longer so clearly distinguished.

As a result, the perceived need for separate forms of education for boys and girls, young men and young women, was reduced; the divisions that had previously existed in educational provision were slowly removed and young people of both sexes were increasingly provided with the same educational opportunities.

In those countries where such social and cultural developments occurred, it was only natural for Scouting to introduce co-educational programmes for its members, thus remaining faithful to its educational call in serving the needs of young people and their societies.

2. Definition

Coeducation is the process of educating persons of both sexes together to achieve an ultimate goal in which the relationship between male and female is one of equality and complementarities, characterised by equal opportunity, mutual acceptance, understanding, respect and enrichment, based on partnership, co-responsibility and empowerment.

3. Policy

3.1 The Cub Scout, Scout, Venture Scout and Rover Scout Sections of the Scout Association of Malta may have either a **single sex** or **mixed** Membership.

- 3.2 The decision to opt for ***mixed*** Membership may only be taken at a Group Scouters' Meeting after consultation with the present members of the Section or Sections effected, the Sponsoring Authority (if any), the District Commissioner, the Group Council and the parents of those members. The decision should be a **unanimous** decision taken by the Group Scout Leader, **all** Section Leaders and the Sponsoring Authority (if any).
- 3.3 Once a decision has been taken to admit girls to Membership of a Section or Sections within a Scout Group, this decision is not reversible. The Scout Group is committed to provide an ***assurance of continuity*** for all the members of the Group.
- 3.4 ***Mixed Adult Leadership*** terms are required for the establishment of Cub Scout Packs, Scout Troops, Venture Scout Units and Rover Scout Crews. These are to take both leading and supporting roles to provide equal opportunities for growth and development for female and male youth members and for themselves.

PROCEDURES

1. Preliminaries

For a Scout Group to go Co-Educational, the Group Scout Leader, through the **Group Scouters' Meeting**, must ensure that the following criteria have been met:

1.1. Application

A formal application (obtainable from Island Headquarters) must be submitted to the Secretary General at Island Headquarters.

1.1.1. Probationary Period

On approval of application by Island Headquarters, the Scout Group will be given **one (1) year probationary period**, during which time the Scout Group will implement its *Plan of Action* to fulfil all requirements for the set-up of its Co-Ed programme.

1.1.2. Monitoring

During its one (1) year probationary period, the Scout Group's performance will be closely monitored by the District Commissioner, the Co-Ed Commissioners and the Sectional Commissioners from the *Training and Programme Section* at Island Headquarters.

1.2 Insurance

The Scout Group must participate in an *Insurance Policy* taken up by the Scout Association of Malta, which will cover all *third-party* and *public liabilities*. A financial contribution *pro rata* will be applicable.

1.3 Group Premises

The Group premises must be equipped with the appropriate amenities wherein boys and girls can meet in a healthy environment. Separate facilities for toilets and changing rooms should be provided, together with appropriate privacy for female and male members.

1.4 Adult Leadership Training

Prior to starting a Co-Educational programme, all Adult Leaders must undergo the appropriate *Adult Leadership Training* for Co-Ed Leaders.

1.5 Camping Equipment

The Scout Group must provide all the necessary equipment and sufficient facilities to accommodate boys and girls separately.

1.6 Method of Admission

Female members may be admitted either

- i) in all Sections of the Scout Group or
- ii) in the Cub Scout Pack, Venture Scout Unit and Rover Scout Crew Sections and at a later stage in the Scout Troop Section

1.7 Leadership

A male **and** female Section Adult Leader should be identified for one or more Sections together with the appropriate number of male and female Assistant Adult Leaders.

1.8 Sectional Organisation

Six and Patrol set-ups must also be decided by the Section Leaders and the Group Scout Leader. The Group Leaders may decide on the following alternatives:

- Either (i) to have **mixed Cub Scout Sixes or Scout Patrols**
- Or (ii) to have **an all boy Six/Patrol and an all girl Six/Patrol**
- Or (iii) to have **an all boy Scout Troop and an all girl Scout Troop**

1.9 Plan of Action

The Group Scout Leader, in consultation with all Section Leaders at a *Group Scouters' Meeting*, is to submit a detailed *Plan of Action* for the implementation of the Co-Ed programme, either *for every Section* or *for the Section/s under consideration*.

1.10 District Commissioner

The District Commissioner must be informed all developments at every stage of the preliminary planning process. The District Commissioner should also be present at the *Group Scouters' Meeting* when the decision to go Co-Ed is to be taken (a copy of the *Minutes* minuting the decision to go Co-Ed is to be attached to the *Application Form*.)

2. On-Going Operation

2.1 Leadership

One male and female Adult Leader should always be present for any activity, whether indoor or out-of-doors. When a male or female Adult Leader is absent, then that activity should be cancelled or postponed until appropriate leadership is available.

2.1.1. New Adult Leaders

New Adult Leaders being recruited should be aware of and agreeable to, working with a Co-Ed Scout Group, or Section.

2.1.2. Continuity of Adult Leadership

The Group Scout Leader must ensure that continuity of Adult Leadership, both male and female is guaranteed at all times.

2.2 Decision Making

All male and female Adult Leaders should be involved in the whole decision-making process within the Scout Group and within each Section.

2.3 Sectional Programmes

The design, structure and delivery of the Co-educative programmes of each Section of the Scout Group must be based on input from both male and female Adult Leaders and members.

GUIDELINES

1. Leaders/Leadership

All Leaders are to undergo Adult Leadership Training at Island Headquarters, specifically designed for Adult Leaders in Scout Groups intending to admit girls.

Each Section should be led by **ONE** Adult Leader, with Assistants (two or more) from both sexes.

There should ALWAYS be at least one Adult Leader from each sex present for any activity – indoor or outdoor.

2. Facilities

All Group premises have to be equipped with separate toilets (and changing rooms where possible).

Camping equipment must include sufficient tentage to provide separate accommodation for the two sexes; this applies equally for latrines and washing/shower facilities.

3. Dress

The same rules apply for uniform and activity dress for both sexes in the Cub Scout Pack, Scout Troop, Venture Scout Unit, or Rover Scout Crew, except that girls should have the added option of culottes or skirts, if wished, for formal occasions.

All girls in each Section of the Scout Group should wear the same style for formal occasions; that is all in culottes, or all in skirts, or all in trousers. Likewise, all boys should be alike in their formal dress – shorts or trousers.

4. Programmes for Meetings

Meeting programmes must at all times keep in mind the nature of games and instruction to accommodate both girls and boys.

Although Co-education should be seen as a vehicle to get the sexes to appreciate each other, it should also be seen as perfectly normal for certain activities to be held separately (e.g. certain games).

5. Programmes for Badge Work

Girls and boys should follow the same programmes for progress and proficiency badges.

6. **Activities**

Leaders of each gender should be present at all times.

Both boys and girls should have equal opportunities to learn camping, hiking, boating and similar skills.

7. **Succession**

It is to be understood that once agreement to admit girls into the Scout Group has been implemented, this step is **irreversible**. Once girls are admitted into the Junior Sections of a Scout Group, then there is a commitment to ensure that they are able to continue to the next Senior Sections. Scout Groups must therefore plan and act to ensure that there is **continuity** of Adult Leadership from each gender to guarantee this.

If any Scout Group cannot satisfy these requirements for any reason (such as resignations, etc), the District Commissioner has to be informed immediately. An attempt to find a solution will be sought jointly with the District Commissioner, but if no solution is forthcoming within three (3) months, then the Scout Group should suspend activities until a solution is found. In the meantime all efforts to maintain supervision by Adult Leaders from both sexes should be made (for example, using parents, group Council members, etc.).

8. **Time Scale**

There should be no hurry involved in making a decision to accept girls, and once the idea is adopted, then time should be taken to decide on its set-up.

Two methods of admission of girls are available:

Either (a) *into all Sections of the Scout Group immediately;*

Or (b) *into the Cub Scout Pack, Venture Scout Unit and Rover Crew only at first, with gradual admissions into the Scout Troop as Cub Scouts grow older.*

If option (a) is chosen, all Section Adult Leaders must be prepared to deal with the admission of girls, and to adjust where necessary meeting programmes, activities, etc.

If option (b) is chosen Scout Troop Adult Leaders have more time to assess the impact of girls into the Scout Group and to judge whether it is necessary to divide the Scout Troop into Junior and Senior Patrols. Furthermore, immediate arrangements must be made to prepare for the admission of girls into the Scout Troop as soon as they reach Scout Troop age.

9. **Scout Troop – Age Groups**

Adult Leaders in the Scout Troop must consult and decide whether to divide the Scout Troop into Junior and Senior Patrols. It may be advisable to do so when considering the very large age range of 11 to 15 year olds. While all adolescents develop at different rates, it is known that girls mature more quickly than boys.

Adult Leaders may find that it is better to divide the Scout Troop into patrols of 11 to 13 year olds and 14 to 15 year olds. This will depend on the size of the Scout Troop and it is at the discretion of the Scout Leader in consultation with the Group Scout Leader.

10. Decision Making

Both male and female Adult Leaders in each Section should be involved in programme planning and decisions should be taken after consultation with all Section Leaders.

All decisions involving the whole Scout Group should be taken by the Group Scout Leader, in consultation with male and female Adult Leaders.

11. Organisation

11.1 The Cub Scout Pack

11.1.1 Adult Leaders can decide whether to have all boy or all girl Sixes, or to have mixed Sixes. If the latter is chosen, then all Sixes must be more or less of the same mix in numbers of boys and girls and each Six must have at least two members of the same sex.

11.1.2 Sixes should be led as equally as possible by boys and girls.

11.2 The Scout Troop

11.2.1 Adult Leaders can decide whether to have all boys or girl Patrols, or to have mixed Patrols. If the latter is chosen, then all Patrols must be more or less of the same mix in numbers of boys and girls and each Patrol must have at least two members of the same sex.

11.2.2 Patrols should be led as equally as possible by boys and girls.

11.3 The Venture Scout Unit

The Venture Scout Unit should have Adult Leaders of each sex, i.e. for example, a Venture Scout Leader – male, and an Assistant Venture Scout Leader – female, or vice-versa.

11.4 The Rover Scout Crew

The Rover Crew should have Adult Leaders of each sex, i.e. for example, a Rover Scout Leader – male and an Assistant Rover Leader – female, or vice-versa.

12. Amendments

Suggestions for amendments to these *Guidelines* are to be forwarded to the Secretary General of *The Scout Association of Malta*.