
WORLD®
SCOUTING

Safe from Harm Assessment

Evidence Clarification and Guidelines



Introduction

This **Evidence Clarification and Guidelines** document is developed to support NSO/As in completing their Safe from Harm Self-Assessment by providing clarification on each assessment criteria, including examples of suitable evidences and supporting documents that may be submitted. The guidance is intended to help NSO/As better understand the requirements and demonstrate existing practices and systems within their own context.

To use this document, please refer to the relevant criteria of the Safe from Harm Self-Assessment and review the accompanying explanations and examples of evidence. The examples provided are intended as suggestions only and are not exhaustive. NSO/As are not expected to submit every example listed. Rather, they should provide evidence that best reflects their current realities, structures, and practices. Recognising the diversity of contexts across NSO/As, this guidance seeks to support a practical, proportionate and context-sensitive approach to the Safe from Harm Self-Assessment process. There are 23 criteria in total. The criteria shown in a red table are one of the six Major Non-Conformities MNCS (these are essential criteria which must be achieved to meet the minimum standard) while the criteria shown in a purple table are one of the 17 general criteria

Dimension 1: CHILD AND YOUTH SAFEGUARDING

Criteria 1

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO has a written national Safe from Harm policy covering child and youth safeguarding that meets the following criteria: • Addresses different types of harm and abuse, including emotional, physical, sexual, and neglect. • Considers diversity and inclusion issues and any special needs of children and young people in the NSO. • Is consistent with national legal frameworks. • Applies to all levels of the NSO (local, regional, and national). • Is approved by relevant governance bodies. • Aligns with the World Safe from Harm Policy. • Is reviewed regularly.	1. Every NSO/A must have a National Safe from Harm Policy, which includes a child and youth safeguarding policy and an adult safeguarding policy (refer to criteria 7), ensuring a safe environment for all individuals involved in Scouting. **the requirements under criteria 1 and 7 may be covered in one National Safe from Harm policy document, so long as all required elements are covered* 2. The child and youth safeguarding policy outlines how the NSO/As protects and safeguards children and young people, including defining its purpose, scope, legal framework, key safeguarding definitions (such as emotional, physical, sexual harm and neglect), and the areas in which safeguarding measures must be implemented. 3. The National Safe from Harm Policy must also be aligned with the World Safe from Harm Policy and at minimum, include its key principles, commitments and requirements defined in the World Safe from Harm Policy. 4. The policy should be formally approved by the NSO/A's governaning body to ensure, accountability, consistency and effective implementation of safeguarding standards across all levels in the NSO/As.	✅ National Safe from Harm policy ✅ Content of Policy is align with the content of the elements listed in the criteria ✅ Date of Adoption ✅ Approval by governing bodies (i.e. Board members/ NSO Leadership/ General assembly) such as resolution of adoption or minutes of the voting session ✅ Evidence of policy review or intended review period (to ensure full compliance)

Dimension 1: CHILD AND YOUTH SAFEGUARDING

Criteria 2

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO has a written code of conduct that specifies acceptable and unacceptable adult behaviour regarding their interaction with children and young people.	1. The Code of Conduct is a document shared with all adults which lays out the behaviour expected of adults in their interactions with young people. 2. At the minimum, it should address the following unacceptable behaviours: no sexual relations, no private messaging, no physical or mental abuse, harassment or violence, and no discrimination. 3. The Code of Conduct should also emphasise on the acceptable behaviours such as being respectful and treating young people with dignity. 4. It should also outline the possible consequences of breaching this Code of Conduct for members.	✅ Code of Conduct, Code of Ethics, Rights of participants document ✅ Inclusion of the Code of Conduct in trainings in-person or online ✅ List of dos and don'ts for adults ✅ List of principles, rights and behavioural expectations of adults towards youth participant ✅ Availability of the Code of Conduct on official communication platforms of the NSO

Dimension 1: CHILD AND YOUTH SAFEGUARDING

Criteria 3

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO has made their national Safe from Harm policy (see criteria 1 and 7) and code of conduct (see criteria 2 and 8) publicly available, and has communicated and disseminated them across the organisation, including to parents and caregivers.	1. Having a safeguarding policy, Code of Conduct and procedures alone is not enough to protect children and young people. 2. All adults must understand expected behaviours and know how to report safeguarding concerns. 3. These documents should be shared throughout the NSO/A through different channels. Sharing ensures everyone is aware of the safeguarding framework for children, youth, and adults. 4. All members must have easy and ongoing access to these documents at all times.	✅ Evidence of publication on the NSO official website, social media or on any online libraries, intranet etc ✅ Evidence of communication via email, newsletter, circular with a focus on parents/caregivers as a target audience ✅ Evidence of dissemination - Included in AiS training and induction packages - Shared with local Scout groups - Available in different languages and accessible formats to meet diverse needs (e.g. braille, audio/podcasts, sign language, pictograms, indigenous languages).

Dimension 1: CHILD AND YOUTH SAFEGUARDING

Criteria 4

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO has an effective team or coordinator responsible for overseeing all work on Safe from Harm. The process to contact this team or coordinator has been disseminated across the NSO.	1. Each NSO must have structures in place to support and sustain Safe from Harm implementation across the organisation. 2. Every NSO must appoint a volunteer or staff member to oversee the Safe from Harm portfolio at the national level (the appointment must be updated in the NSOs Directory Portal (https://directory.scout.org/contacts)) 3. One individual is formally identified as the Safe from Harm liaison with World Scouting (the appointed person or team may hold additional roles within the NSO). 4. Roles and responsibilities are clearly defined, in line with (but not limited to) the National Safe from Harm Coordinator job description linked here.	✅ Name(s) of National Safe from Harm Team Coordinator / team members listed in the NSO directories and the WOSM Directory Portal (to add the link) ✅ A job description, a ToR or Letter of Appointment for the National Safe from Harm coordinator/team ✅ Agenda of the meetings of the Safe from Harm team ✅ Evidence of communication/publication (available on the website, email to the members, in the newsletter, contact details available)

Dimension 1: CHILD AND YOUTH SAFEGUARDING

Criteria 5

Criteria	Clarification of the Criteria	Examples of Evidence From GSAT document
The NSO has an implementation plan in place that addresses its Safe from Harm needs, and is endorsed and owned by its national board. The implementation plan is monitored on a regular basis and corrective actions are taken by the national board.	1. The NSO ensures the National Safe from Harm policy is actively implemented through a clear implementation plan, with actions reaching the local level. 2. The implementation plan is developed at the national level, led by the Safe from Harm team or a team mandated by the NSO governing body. 3. The plan sets out: - Safe from Harm objectives for the coming year(s) - Concrete actions to achieve these objectives - Roles responsible for oversight - Monitoring and review mechanisms to keep the plan updated 4. The implementation plan is reviewed and endorsed by the NSO governing bodies.	✅ A documented implementation plan outlining objectives, actions, and control measures ✅ Evidence of ongoing actions under the plan (e.g. projects, initiatives, or activities) ✅ Board minutes or formal approval by NSO leadership confirming endorsement of the implementation plan and any corrective actions ✅ Regular monitoring reports or progress updates provided to the Board or NSO leadership

Dimension 1: CHILD AND YOUTH SAFEGUARDING

Criteria 6

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO has made provisions to ensure the online safety of children, young people, and adults across its digital platforms and at digital events. Online safety provisions are communicated across the NSO.	1. Safe from Harm covers child, youth, and adult protection, including online safety. 2. As Scouting becomes more hybrid and digital, NSOs must ensure the online safety of their members. 3. Online safety measures should address data protection, reporting procedures for online activities, prevention of online harm, and safe online participation. 4. NSOs should have clear online safety rules and guidance in place, such as policies, procedures, training or e-learning and Codes of Conduct for online activities.	✅ Documented online safeguarding procedures used for online events ✅ Online safety provisions included in the National Safe from Harm Policy ✅ Data protection/privacy policy ✅ Online safety guidance and learning resources (e.g. e-learning modules, guidelines or tools) ✅ Evidence of basic online security measures (e.g. password protection, authentication, confidentiality requirements) ✅ Clear rules and guidance for running safe online meetings and activities ✅ Information on online safety made available on NSO or event digital platforms (e.g. websites, event pages, or official communication channels) ✅ Policies and procedures are up to date (reviewed or approved within the last 5 years).

Dimension 2: SAFEGUARDING, RECRUITMENT, SELECTION AND TRAINING OF ADULTS IN SCOUTING

Criteria 7

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO has a written national Safe from Harm policy that covers adult safeguarding and meets the following criteria: • Addresses different types of harm and abuse, including emotional, physical, and sexual. • Applies to all levels of the NSO (local, regional, and national). • Is consistent with the national legal framework. • Is approved by relevant governance bodies. • Is aligned with the World Safe from Harm Policy. • Is reviewed regularly.	1. The World Safe from Harm Policy provides the framework for safeguarding children, young people, and adults. 2. Scouting is a youth movement supported by adults, so NSOs must ensure the safety of adults as well as children and young people. 3. NSOs should have policies, procedures, and practices for adult safeguarding, adapted to their national context. 4. Adult safeguarding can be included within the National Safe from Harm Policy or as a separate policy. 5. Regardless of format, all 5 elements/ requirements under this criteria must be met.	✅ National Safe from Harm policy ✅ Content of Policy is align with the content of the elements listed in the criteria ✅ Date of Adoption ✅ Approval by governing bodies (i.e. Board members/ NSO Leadership/ General assembly) such as resolution of adoption or minutes of the voting session ✅ Evidence of policy review or intended review period (to ensure full compliance)

Dimension 2: SAFEGUARDING, RECRUITMENT, SELECTION AND TRAINING OF ADULTS IN SCOUTING

Criteria 8

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO has a written code of conduct specifying acceptable and unacceptable behaviour regarding interactions between adults.	1. NSOs have a duty to protect adults from unacceptable behaviour by other adults. 2. The Code of Conduct is shared with all adults and outlines expected behaviours in adult-to-adult interactions. 3. It should clearly prohibit unacceptable behaviours, including: - Non-consensual sexual relations (including positive consent) - Physical or mental abuse, harassment, or violence - Discrimination of any kind 4. It should emphasise acceptable behaviours, such as respect and treating others with dignity. 5. It should also outline possible consequences for members who breach the Code of Conduct.	✅ Demonstrate that the Code of Conduct of the NSO includes behaviour between adults (can be one CoC for both children and adults) ✅ List of dos and don'ts pertaining to acceptable and unacceptable behaviour between adults ✅ The NSO's Code of Conduct is communicated and made available on the official NSO communication platform ✅ Inclusion of the Code of Conduct in in-person or online training or events

Dimension 2: SAFEGUARDING, RECRUITMENT, SELECTION AND TRAINING OF ADULTS IN SCOUTING

Criteria 9

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO requires the written commitment of adults to uphold the principles, processes, and procedures of the national Safe from Harm policy and codes of conduct. This commitment is renewed regularly.	1. The National Safe from Harm policy and Codes of Conduct are official NSO documents. 2. These documents must be shared with all adults in Scouting to ensure awareness and implementation. 3. All adults in Scouting must read the documents and formally agree to comply as part of their member duties during their induction process and through the adults in Scouting journey. 4. The NSO must keep a record of each adult's commitment (e.g., signed documents, tick boxes during registration).	✅ Description of the process for written commitments/agreements with adults ✅ Examples of signed CoC /agreement/written commitments ✅ Records of signed (with dates) CoC /agreement/written commitments ✅ Notification or email reminder to re-sign the CoC / agreements

Dimension 2: SAFEGUARDING, RECRUITMENT, SELECTION AND TRAINING OF ADULTS IN SCOUTING

Criteria 10

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO ensures all adults receive an elemental Safe from Harm training as part of their integration process, before they interact with children and young people. It must include the following elements: • Recognising and identifying abuse. • Responding and reporting a potentially harmful or abusive situation. • Understanding the national Safe from Harm policy and code of conduct. • Ensuring the safety and well-being of children and young people in Scouting.	1. Initial Safe from Harm training is mandatory before adults interact with children and young people. 2. The training ensures only suitable adults are entrusted with working with young people in Scouting. 3. It raises awareness of safeguarding procedures and is a key part of implementing Safe from Harm. 4. All adults must complete the required training as set by their NSO/A, with emphasis on Safe from Harm. 5. Training should cover at minimum: - Recognising and identifying abuse - Responding to and reporting harmful or abusive situations - Understanding the National Safe from Harm policy framework - Ensuring the safety and protection of children and young people in all Scouting settings 6. Training formats and timelines may vary depending on the NSO's context. 7. Training must be regularly updated to remain relevant and align with legal and societal changes.	✅ Outline of AiS induction training related to safety, safeguarding and wellbeing (including National, State, District or Local levels) ✅ Training records as part of the integration process for newly recruited adults ✅ Evidence of updates in the training modules ✅ Training curriculum of AiS covering essential elements listed in the criteria (this can also be evidence through a Safe from Harm e-learnings offered to Adults) ✅ Safe from Harm training certificates for Adults in Scouting

Dimension 2: SAFEGUARDING, RECRUITMENT, SELECTION AND TRAINING OF ADULTS IN SCOUTING

Criteria 11

Criteria	Clarification of the Criteria	Examples of Evidence
Safe from Harm is included through the training curriculum of Adults in Scouting based on the level of knowledge and expertise required by the training	1. Following the completion of the initial Safe from Harm training, NSOs must ensure that Safe from Harm is included throughout all stages of adult training. 2. All adults, regardless of their role or responsibility, must receive this ongoing Safe from Harm training to reinforce knowledge and support consistent application. 3. Training should cover at minimum the same core elements as the initial Safe from Harm training and any new updates elements in the national Safe from Harm framework, ensuring continuous Safe from Harm awareness and competence. 4. Training formats and timelines may vary depending on the NSO's context, allowing flexibility for local realities. 5. Training must be regularly refreshed and updated to remain relevant, incorporating changes in laws, societal trends, and emerging Safe from Harm risks.	✅ Training curriculum including Safe from Harm training modules for all stages ✅ The Safe from Harm Training module reflects the roles and responsibilities of each training stage ✅ Training records ✅ Evidence of updates in the training modules ✅ Safe from Harm training certificates ✅ Publications around Adults in Scouting trainings on Safe from Harm

Dimension 2: SAFEGUARDING, RECRUITMENT, SELECTION AND TRAINING OF ADULTS IN SCOUTING

Criteria 12

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO has a system in place to review the background of adults that includes the following elements: • Performs relevant background checks on all incoming adults, in accordance with national laws and regulations. • Prevents adults who don't comply with the prerequisites of the national Safe from Harm policy to interact with children and young people. • Regularly checks the compliance of adults actively involved in the Movement.	1. Every NSO must have a structured system for conducting background checks on all adults in Scouting, particularly those working directly with young people and other adults. 2. Failing to carry out appropriate and relevant checks can put the NSO at risk and lead to serious reputational damage for Scouting as a whole. 3. Background checks must be conducted in compliance with the national legal requirements and should be part of the NSO's standard recruitment process 4. Additionally, a periodic review process should be in place to ensure that background checks remain up to date for all adults in Scouting.	✅ A system of background checks of adults providing adequate information for clearance (i.e. references check, interview, criminal/judiciary records) ✅ Compliance with the legal requirements of the NSO/A's country (i.e. reference on provisions of National legislations in the Policy) ✅ A system or procedures for preventing non-compliant adults to interact with young people (i.e. suspension, warnings, mandatory trainings refreshers) ✅ Regular periodic checks for all Adults in Scouting (at minimun every 3 years)

Dimension 3: REPORT, RESPONSE AND CASE MANAGEMENT

Criteria 13

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO has defined child, youth, and adult safeguarding reporting procedures that: • Have been approved by relevant governance bodies and are aligned with the World Safe from Harm Policy. • Are compliant with national legal frameworks in which the NSO operates. • Outline how to report and respond to a safeguarding concerns, breach of the code of conduct, or potential case of abuse. • Outlines the measures and actions to take following a safeguarding report. • Contain guidelines on how to collect and record information from all parties involved in a safeguarding concern or potential case of abuse. • Are reviewed regularly.	1. Safeguarding children and young people is a core priority of the Movement, requiring both effective prevention measures and clear response mechanisms when harm occurs. 2. NSOs must have clear safeguarding reporting procedures for children, youth, and adults as part of the Safe from Harm framework. 3. Reporting procedures must be simple, clear, and easy for any member to use. 4. The procedures should clearly explain: Why reporting is important What should be reported - How to report a concern Where to report a concern 5. The procedures must be accessible to all members and ensure transparency, accountability, and consistency across the NSO.	✅ National safeguarding reporting procedure that includes all the 6 elements under the criteria ✅ Contact lists and communication methods, ensuring: - Privacy and confidentiality for those reporting concerns. - Accessibility of contact information for relevant safeguarding authoritise or focal points. ✅ Official approval or documentation confirming compliance with the national legal framework (local laws) of the NSO's country. ✅ Approval by governing bodies (i.e. Board members/ NSO Leadership/ General assembly) such as resolution of adoption or minutes of the voting session

Dimension 3: REPORT, RESPONSE AND CASE MANAGEMENT
Criteria 14

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO responds to all reported safeguarding concerns and potential cases of abuse in accordance with its defined timeframe and standards.	1. NSO must have a clearly defined system for documenting and responding to safeguarding concerns and cases. 2. This process and system should be consistent and 3. enable the information to be accessible to those involved in the investigation process but maintaining confidentiality at all times. 4. All documentation and information handling must comply with national data protection laws and guidance. 5. Documentation may include any written or verbal records, reports, and supporting evidence (e.g. photos or videos). 6. Access to case files must be limited to a minimum number of authorised individuals only and are strictly bound by confidentiality agreements defined by the NSO.	✅ Documented safeguarding reporting procedures outlining steps, responsibilities and timelines. ✅ Case records showing reported concerns and actions taken. ✅ Evidence that responses meet the NSO's defined timeframes and standards. ✅ Investigation reports or summaries detailing decisions and outcomes (can be anonymised) ✅ Communication records with the reporter, survivor, or relevant parties (can be anonymised) ✅ Monitoring or tracking systems to ensure cases are addressed within standards. ✅ Confidentiality agreements for staff handling cases.

Dimension 3: REPORT, RESPONSE AND CASE MANAGEMENT

Criteria 15

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO has a supporting structure in place to provide assistance to survivors, witness, whistleblowers and members of the case management team if necessary	1. NSO must have a support structure for anyone affected by safeguarding cases, including survivors, witnesses, whistleblowers, and case management team members. 2. Support may include emotional support, guidance on reporting, access to counselling or professional services, and practical assistance. 3. The support system must ensure confidentiality, impartiality, and accessibility. 4. All members should be informed about the availability of this support. 5. Personnel providing support should be trained and maintain professional boundaries.	✅ Counselling programme ✅ Legal advisor available for support ✅ Historic abuse procedure ✅ Mention of support in policy documents ✅ Follow up emails to survivors and families ✅ Record of complaints support to local authorities ✅ Money statement on victim support ✅ Meeting minutes for support of case management team

Dimension 3: REPORT, RESPONSE AND CASE MANAGEMENT

Criteria 16

Criteria	Clarification of the Criteria	Examples of Evidence
As part of the Safeguarding reporting procedures, the NSO has defined and implemented procedures to ensure the integrity and confidentiality of case information.	1. NSO must have a clear and consistent system to document and store evidence for safeguarding cases. 2. Documentation should be accessible only to those involved in the investigation, while maintaining confidentiality at all times. 3. Storage and use of information must comply with national data protection laws and guidance. 4. Documentation can include written or verbal communications, reports, photos, videos, or other evidence summarising the situation and actions taken. 5. Access to these files should be limited to the minimum number of authorised individuals, all bound by a confidentiality agreement.	✅ Evidence of a clear and consistent process for recording, organising, and storing information about safeguarding cases ✅ Confidentiality agreements ✅ Data protection measures aligned with the procedure ✅ Defined list of people accessing files ✅ Anonymised reports and evidence files

Dimension 3: REPORT, RESPONSE AND CASE MANAGEMENT

Criteria 17

Criteria	Clarification of the Criteria	Examples of Evidence
The safeguarding reporting procedure for children, young people, and adults is publicly available, and has been communicated and implemented at all levels of the organisation, including to volunteers, children, young people, parents and staff.	1. An effective safeguarding reporting procedures should be communicated and accessible to all levels of the NSO and all members and stakeholders who may experience or witness abuse. 2. Procedures should be easy to understand, use, and regularly communicated. 3. Volunteers and staff must be trained to use the procedure and help others understand it. 4. There should be a clear process at local and national levels regarding the implementation of the procedure including handling, escalating, and reporting of cases.	✅ Communication tools (i.e. webpages, online platforms, leaders' toolkits, handbooks, newsletters, circulars, posters, emails, etc) ✅ Examples of training programmes, staff/volunteers meetings agendas, NSOs leadership meetings gathering staff and volunteers from different levels, etc., proving that procedure is being communicated, reminded and stakeholders are being trained is using it, pictures of activities ✅ Reporting channels (i.e. SOS line, email, reporting form, phone number) ✅ Anonymised reports and reporting files ✅ Minutes of the case management team meeting ✅ Dashboard or recap of cases

Dimension 3: REPORT, RESPONSE AND CASE MANAGEMENT
Criteria 18

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO identifies and evaluates its safeguarding risks annually as part of wider risk management work and follow up actions are taken by the national board.	1. Risk management helps NSOs anticipate and prevent challenges that could negatively affect the organisation. 2. NSOs should take responsibility for identifying risks and defining how to address them. 3. NSOs should have a clear process to manage risks and follow up on outcomes. 4. Where possible, link identified risks to actual incidents or situations that occurred or will potentially occur.	✅ NSO Risk Register, Mapping, Board minutes, Risk/Audit ✅ Committee minutes, Executive Staff meeting minutes. ✅ Documented follow up actions taken based on the risk reports ✅ Specific roles at local and national level allocated to deal with risk assessment ✅ Planned annual reviews (in calendars) ✅ Reports of previous annual reviews

Dimension 3: REPORT, RESPONSE AND CASE MANAGEMENT

Criteria 19

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO has a Safe from Harm case management structure and safeguarding reporting procedures for national Scout events. Structure and reporting procedures are based on the NSO's safeguarding reporting procedure and can be adjusted according to the size and complexity of such events.	1. National Scout events vary in format and participants, so a tailored safeguarding framework is needed for each event. 2. NSO must design a custom reporting procedure for the event, considering participant age, number, diversity, and event format (online, in-person, indoors or outdoors). 3. The reporting procedure must be clearly outlined, communicated before the event, and visible during the event (published on website, e-learnings or posters).	✅ Drafted reporting framework (process and procedure) mapped out for each national Scout event ✅ Reference to NSO safeguarding reporting procedures in the reporting procedures of the event ✅ Reference to the size and the format of the event in the reporting framework to highlight the specificities of the event ✅ An organisational chart of the Safe from Harm case management structure for events ✅ Reports of Safe from Harm situation from the last event ✅ SfH trainings of AiS and/or Listening Ears before event

Dimension 4: EDUCATION

Criteria 20

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO provides educational materials on how to integrate safeguarding in the Youth Programme and raise awareness among children and young people based on the following elements: • Understanding what is Safe from Harm when they join Scouting. • Their right to be safe and how to act if they experience harmful situations. • Following the promise and law and acting against abuse or bullying. • These materials are publicly available to all members and external stakeholders (parents, partners) and disseminated to all local Scout groups.	1. This criterion aims to highlight the NSO's efforts to integrate safeguarding measures and raise awareness among young people through the Youth Programme and other activities. 2. To ensure young people's safety, NSOs should educate them on expected adult behaviour and how to recognise and report concerns. 3. Educational materials should be age-appropriate, accessible, and inclusive, taking into account language needs and any disabilities or special requirements (e.g. visual or hearing impairments). 4. NSOs should develop resources to support adults—especially youth section leaders—in promoting a safe environment and continuously educating young people on Safe from Harm. 5. Safeguarding elements may be included in the Youth Programme or Advancement Programme (Award Scheme) to support a progressive understanding of personal safety and safe Scouting. 6. All safeguarding measures, materials, and expectations should be clearly communicated and disseminated to all stakeholders at all levels of the organisation.	✅ Educational material available to be used by scout groups that reflects the different age sections (may include published materials, websites, badges, posters, videos, etc.) responding to the content of the elements listed in the criteria; ✅ Core youth programme materials that contain references and elements supportive of Safe from Harm ✅ Evidence of publication of materials available to all members and external stakeholders at all levels (including parents, partners, etc) such as newletter, social media post, emails ✅ Training programme plans including the material for children in local adult training and induction programmes, ✅ Evidence of dissemination to all local scout groups such as communication efforts including letters, emails, workshops

Dimension 4: EDUCATION

Criteria 21

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO communicates its national Safe from Harm policy, code of conduct, and safeguarding reporting procedures in a way that all children and young people can understand.	1. Safeguarding policies, processes, and procedures alone are not enough to protect children and young people. 2. Young people must be aware of the expected behaviour of adults and how to raise concerns. 3. Information should be provided in different formats to suit various age groups. 4. Materials must be accessible and inclusive, taking into account language needs and any additional or special needs (e.g. visual or hearing impairments).	✅ Child friendly communication around Safe from Harm and reporting procedures ✅ Educational and communication materials to children on how to raise concern and report (pictures, videos, podcast, documents, flyers or social media posts etc.) ✅ Communication and training for young people (as part of events and youth leader trainings etc.) ✅ Communications and educational resources targeted at parents; enabling parents to engage young people on topic of Safe from Harm

Dimension 4: EDUCATION

Criteria 22

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO communicates its national Safe from Harm policy, code of conduct, and safeguarding reporting procedures in a way that all children and young people can understand.	1. Risk management around safeguarding enables NSOs to anticipate and prevent unexpected challenges or issues that can have an important/negative impact on the organisation. 2. Safeguarding cases or abuse can impact the victim for years to come. It also puts the NSO at risk of losing the trust of children, adults in Scouting and parents. This can impact the membership growth and retention, finances and long term the continuation or the organisation. 3. Based on this, Scouting at a local and national level should take the responsibility to reflect and identify risks and mitigation approach to it.	✅ Guidance documents and resources on how to assess risks in the scout group ✅ Training for adults on how to assess and mitigate risks in the scout group ✅ Practical guidance / template provided for Scouting activities that address areas of risk (e.g. sleeping arrangements, gender-specific supervision, physical facilities - lighting, washrooms) ✅ Meeting minutes talking about risk management and any risk management plan at local scout groups

Dimension 4: EDUCATION
Criteria 23

Criteria	Clarification of the Criteria	Examples of Evidence
The NSO provides safe spaces for young people with trained adults such as "listening ears" during national Scout events.	1. The purpose of “Listening Ears” is to provide young people with access to trained adults who can offer initial support. 2. Listening Ears support young people by: - Listening with empathy and providing emotional support - Making an initial assessment of the concern and its seriousness - Referring young people to appropriate support services when needed (e.g. mental health services) 3. Adults appointed as Listening Ears must be carefully selected based on clear role-specific criteria. 4. Listening Ears must receive appropriate training for their role. 5. Listening Ears must be regularly supervised to discuss casework and other issues in a structured way.	✅ Selection criteria and training curriculum for Listening Ears roles. ✅ Evidence of when and how Listening Ears are implemented. ✅ Examples of communication tools used to ensure that young people know where to find Listening Ears and how to ask for their support. ✅ Statistics of how widespread usage of Listening Ears is. ✅ Lists of trained Listening Ears in the NSO with evidence of appointments or certificates


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