

National Management Committee Bulletin September 2019

11th September 2019

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Introduction

It has been almost a year since the last NMC management bulletin and an update is long overdue, however we were not in a position to issue a bulletin prior to now for reasons that are outlined below. Since our last bulletin The Board of Directors Scouting Ireland the Company (BOD SI) has taken office and since taking office is charged with the management of Scouting Ireland. The purpose of the NMC remaining in office, albeit with a significant decrease in membership, is to facilitate the wind up of Scouting Ireland the Association and any outstanding matters. The NMC are committed to and focussed upon bringing to a close, the affairs of Scouting Ireland the Association, in a lawful and timely manner; this is in accordance with the overwhelming decision of the members of Scouting Ireland, as expressed on the 6th of October 2018.

I have used the same format as our last bulletin dated September 2018.

Yours in Scouting

Annette

Annette Byrne

National Treasurer / Interim Chair of the Board

On behalf of the National Management Committee

Members of the NMC

Annette Byrne	National Treasurer / Interim Chairperson
Charlie Mc Guinness	National Secretary
Ronan Barry	Chairperson of NSRAP
Kieran Mc Cann	Provincial Commissioner Northern Province
Anne Browne	Ordinary Member
David O'Neill	Ordinary Member
Pat O'Connor	Ordinary Member Resigned May 2019

Update to the working of the NMC from 6th October 2018

The NMC made a commitment to National Council on 6th October 2018 to progress the winding up of Scouting Ireland the Association and to close out any outstanding matter pertaining to the NMC. AMOSS Solicitors were retained by Scouting Ireland to assist with the legal preparations required to wind up the association in a lawful manner, in November 2018.

As part of the handover of matters the Safeguarding Action Plan was officially handed to the BOD SI to bring forward. This took place in December 2018, at a joint meeting of the BOD SI and the NMC. No other matters were discussed at this joint meeting. No other joint meeting of the BOD SI and the NMC has taken place. However, the BOD SI has undertaken to update the National Secretary of the NMC, of relative matters following BOD SI meetings. Both chairs of BOD SI and the NMC have met regularly to ensure timely progression of matters and discuss matters pertaining to both the Company and the Association.

The National Treasurer continued to support the Board in their relations with the Department of Children and Youth Affairs. This has facilitated a smooth handover and ensured funding restoration and commitment to Scouting Ireland.

The long awaited Barrister report was delivered to the National Secretary in February 2019 and a subcommittee of the NMC was established to deliberate and propose the findings of the report. Due to personal circumstances of a member of the subcommittee, the subcommittee was unable to further their work. In May 2019 Pat O'Connor resigned from the NMC. As the NMC requires six members to be quorate the NMC were not in a position to meet and move their work forward.

The NMC wishes to thank Pat O'Connor for the significant input that he has had in the workings of the NMC and Scouting Ireland.

In August 2019 NSRAP elected a chair, Ronan Barry. Chair of NSRAP by virtue of role, is entitled to become a member of the NMC. Ronan brings a wealth of experience in the not for profit sector and in finance and governance.

The addition of Ronan Barry to the NMC meant that the NMC now had a quorum and were able to arrange a meeting of the NMC. The NMC convened a meeting last month (August) with all six members in attendance.

A significant element of the wind up of the Association relates to the approval of the Financial Statements. The Financial Statements for the year ended 31st August 2018 were presented to the NMC and discussed. Please note that the financial statements relate to the Scout Counties, County Campsites and Scout Provinces. The Financial Statements are to be further reviewed and adjusted by the National Treasurer and the Financial Controller. A full and accurate listing of all assets and liabilities relating to the Scout Counties and Scout Provinces is currently being compiled for inclusion in the financial statements as without this we are unable to compile a complete and accurate measure of the assets and liabilities that forms a significant part of the Transfer Agreement to wind up the Association.

The subcommittee of the NMC, formed to review the findings of the barrister report, has reconvened and are due to bring matters to a close in the very near future. The process has been long and drawn out for, as I understand, a multitude of reasons however, I am in no doubt that everyone involved wishes to see this matter closed out as soon as is reasonably possible.

As the wind up of the Association is taking much longer than anticipated the NMC discussed increasing its membership to a possible eight members to ensure that the NMC remains quorate. This is in order to avoid any further delays in meeting and progressing matters. The National Secretary is to liaise with our solicitors for advice on this matter. We are hopeful that an increase in membership will not be necessary as members of the NMC are eager to close out the wind up of the Association and all related matters, before the end of 2019. We have all remained committed to the decision of National Council however; a conclusion to these matters is long overdue, albeit for valid reasons, but for the benefit of Scouting Ireland and us as individuals, we need closure.

The NMC resolved that the National Secretary should convene a meeting of National Council when all outstanding matters have been addressed; Financial Statements and motions have been prepared and are ready to lie before the membership.

The remainder of the bulletin outlines what progress has been made and who is responsible for specific areas. As stated the bulletin follows the format of our last management bulletin of September 2018.

I remain yours in Scouting

Annette

Operations

National Scout Centres

The running of the National Scout Centres is under the remit of the Board of Directors Scouting Ireland and the CEO. The NMC have no input into the operations of the National Scout Centres.

We wish to thank all volunteers and staff who have given so freely of their time and expertise.

Provincial Offices

The running of the Provincial Offices is under the remit of the CEO of Scouting Ireland.

Please find details of the location of Provincial Offices.

Provincial Support Officers and Group Support Facilitators are based in the provincial offices. Support Staff are employees of Scouting Ireland and supported by the Manager Support Staff in National Office.

North

The Provincial Office in the Northern Province is located in Belfast. The Scout Foundation Northern Ireland provides funding for this office and the staff based there.

North East

In the North Eastern Province the office is located in Howth Scout Den. There is parking and meeting space available.

South

Kilcully Scout Centre hosts the Southern Provincial Office. Parking and meeting facilities are at the discretion of The Management of Kilcully Scout Centre

South East

The South Eastern Province has an office based in Naas, Co Kildare. There are no parking or meeting facilities.

West

The provincial office in the Western Province has been located in Galway for the past number of years. There are no meeting facilities, parking is available.

Dublin

The Sandymount area in Dublin is where the Dublin Provincial office is located in the 21st Dublin Scout Den. Parking and meeting facilities are limited.

Recruitment

Recruitment is the remit of the CEO.

Safeguarding Manager

The NMC would like to take this opportunity to wish Gearoid and the Safeguarding Team, every success.

Support Staff

Support Staff recruitment is the remit of the CEO.

Events

The Programme Commissioners and Event Planning Teams have, yet again, provided and facilitated many exhilarating and once in a lifetime opportunities for young people despite restrictions on funding.

The Events Team, Logistics Team and Programme Commissioners are under the remit of the Board of Scouting Ireland, however the NMC wish to acknowledge their dedication and provision of programme during this period of transition. Special thanks to the Programme Commissioners and Quartermaster and logistic lead, who have worked with many teams and centres to design, set up, deliver and take down, various events and challenges.

We wish the new programme department every success in the continued delivery of quality scouting programmes.

JamboRi 2018

Following the huge success of the JamboRi the NMC hopes that this is the springboard for many more Jamborees in Ireland. It is a huge testament to the JamboRi team that they delivered an exciting and challenging programme in budget!

Cub Challenge 2019

The Cub Challenge and indeed all the programme initiatives by the Programme Commissioner and her team provided a huge variety of ideas and opportunities for cub scouts. The NMC would like to take this opportunity to thank Eilish and her team and wish her well as she comes to the end of her term.

The Phoenix Challenge 2019

The NMC wish to thank the Scout Programme Team and the Logistics Team for, yet again, providing an inspiring and enjoyable Phoenix and Scout programme over the past year.

Moot 2021

The Moot Team are continuing to develop departments and teams in line with the Moot Plan. They continue to promote the Moot at pace and there is substantial global interest in the event.

The NMC wish the Moot 2021 team every success in delivering this World Scout event.

Fire Safety and Risk Assessment

This is under the remit of the Board of Directors.

Handover Items

The CEO's contract was a matter for the Board of Scouting Ireland and the NMC note that recruitment has begun for a CEO to take up office in quarter one 2020.

Noted below are just some of the main items that require handover:

Budgets

Budgets are under the remit of the Board of Scouting Ireland with the support of the Financial Controller. The NMC have no input into the budgets or finances of Scouting Ireland the Company.

We understand that the BOD SI is working with the Financial Controller to compile a breakdown of the membership fees. We believe that this will be particularly helpful to Scout Groups in explaining the increase in membership fee.

Legal Cases

There are a number of legal cases pending for which Scouting Ireland has made accruals and provisions for. These items form part of the handover documents of the Association to Scouting Ireland the Company and will be included in the Transfer Agreement being drafted in conjunction with AMOSS Solicitors.

Safeguarding

Policy and Procedure

The Safeguarding Team and the BOD SI are responsible for the development and updating of policies and procedures.

Update

The NMC officially handed over the Safeguarding Action Plan to the BOD SI in December 2018. The Safeguarding Action Plan incorporated the recommendations of Ian Elliott and Jillian Van Turnhout. A huge amount of work has been completed to date in order to deliver on this action plan and the BOD SI continues to use this template to update the Department of Children and Youth Affairs. Additional funding restricted to Safeguarding has been secured from the DCYA and is necessary for the deployment of the action plan. We are very thankful and appreciative to the DCYA.

We have included the following for information:

- 1. A copy of Ian Elliott'S Safeguarding Recommendations (2018)**
- 2. A copy of Scouting Ireland's Safeguarding Action Plan September 2018**

1. Copy of Ian Elliott Safeguarding Recommendations (2018)

Ian Elliott's Safeguarding Recommendations (2018)

1. Scouting Ireland should create an effective, comprehensive, safeguarding structure and policy framework, along with a means of monitoring compliance with those safeguarding policies, as a matter of priority.
2. Instances of bad practice that are brought to light and are contrary to the values enshrined in the Scouts promise should be critically examined, with a view to instigating appropriate sanctions against those who perpetrated them.
3. Gaps that exist in the policy and guidance framework for Scouting Ireland, should be addressed as a matter of priority. This should be done to ensure that the organisation in the Republic of Ireland is in a position where it can comply with the requirements of 'Children First'
4. Appropriate office accommodation should be prioritized for those engaged in the management of safeguarding cases, to reflect the commitment that exists in the organisation to maintaining appropriate confidentiality, and high practice standards in its work.
5. Scouting Ireland should ensure that safeguarding advice and standards is readily available across the entire Island and not only from the National Office.
6. Scouting Ireland should consider creating a dedicated website for the distribution of safeguarding information to the organisation.
7. Scouting Ireland should create policies and guidance material aimed at supporting vulnerable adults who wish to participate in Scouting activities.
8. New volunteers to Scouting Ireland should be assessed through interview and through the successful completion of a year's probationary period, prior to full acceptance to membership of the organisation
9. The case records relating to the management of allegations should be coherent and comprehensive in terms of their content. Senior volunteers who are involved in the cases should provide a record of all key interviews that they undertook in the case. Failure to do so should be regarded as grossly negligent, leading to possible disciplinary action.
10. Scouting Ireland should define and accept a clear disciplinary code for all volunteers as a matter of priority.
11. All staff engaged in safeguarding in Scouting Ireland should be subject to annual appraisals on a line management basis.
12. The Chief Executive Officer is the responsible employee for the delivery of an effective safeguarding service in Scouting Ireland. They should be supported in this task by the recruitment of experienced and qualified staff, filling roles, defined and approved by the Board.
13. The Chief Executive Officer will be required to provide a monthly briefing to the Board of Scouting Ireland, and safeguarding should be a standing item on the agenda of all Board Meetings.

14. Policies and guidance should be produced which defines the use of social media by adult volunteers, when engaging with individual Scouts.

Cont. 1. Ian Elliott Safeguarding Recommendations (2018)

15. 'Suspension without prejudice' should be adopted as the standard mechanism for creating a means by which allegations or expressions of concern raised against adult volunteers can be assessed.

16. Past cases of alleged abuse should be re-examined as a matter of priority regarding determining whether current risk to individuals or to the organisation, are associated with the management of that case

17. Independent critical scrutiny of practice in the field of safeguarding in Scouting Ireland should be commissioned on a regular basis and the results of that scrutiny shared with and considered by the Board of the organisation.

18. There should be an external independent review of safeguarding practice on a bi-annual basis.

19. Consideration of further development of training in the safeguarding area

20. Scouting Ireland should consider a communications plan around the issues of safeguarding including periodic reports.

2. Copy of Scouting Ireland's Safeguarding Action Plan September 2018

We have included a copy of the Scouting Irelands Action Plan as of September 2018.

For the most up to date published version of this report please refer to Scouting Irelands Report March 2019 to the Department of Children and Youth Affairs.

[Please click here.](#)

Scouting Ireland Safeguarding Action Plan (September 2018)

No. #	Task	Action	Follow Up Time & Detail	Elliott Report #	JVT Report #	Completed On
1	Safeguarding Budget - Total cost to include capital & annual operational costs	Review actual spend to date & allocate funding to Safeguarding budget in order to deliver on recommendations from IE	Budget developed – reallocation of HR budget to cover SG costs			Mar 2018
2	Secure Office & Filing Cabinets in Larch Hill & SFNI	<p>Look at cost of secure cabinets</p> <p>(A) Cost up refit of programme room in Larch Hill (noting that this room is used by volunteers & staff as a meeting room</p> <p>(B) Consider and cost converting a space within Millennium Building to accommodate Safeguarding office</p>	<p>Capex Approved and ordered – will be in situ by end April 18 in SFNI & Larch Hill Offices. Files consolidated in cabinets a single locked office in Millennium Building.</p> <p>As part of the Millennium Building refit a separate SG office will be worked into the plans. In the interim the CEO's office is being used as the SG office.</p>	#4	SG3	Apr 2018
3	Letter of Engagement for IE	Prepare a letter of engagement for IE to include indemnity & legal and external assistance as well as a provision for termination of engagement			SG1 SG5	July 2017
4	Communications Agreement	Agree who should be communicated with in regards to the safeguarding plan of action and when reports should be made available SG update report to be standing item on BOD agenda	National Secretary is responsible for communicating the SG plan and the CEO is responsible for media enquiries working with the Communications Commissioner.	#19	SG2 SG5	In place since April 2018

No.#	Task	Action	Follow Up Time & Detail	Elliott Report #	JVT Report #	Completed On
5	Case Study	Final case study report to be issued and any further recommendations to be acted on	Access to report is limited due to confidentiality issues			
6	Historic Case Reviews	274 cases to be reviewed – suggest that a toll gate check is put in place at the #50, #100 etc. in order to update financial risk register and inform solicitors if required	IE recommends to have current structures revised and working and then commence historic case review	#16		Commenced June 2018 – On going.
7	Investigation of critical case review	External investigation into alleged lobbying to commence by barrister.	Report now due by 30 th May 2018 – late starting due to amendment of critical case review.			In progress
8	Risk Register	Risk assessment & adjustments for legal accruals to be updated as case review reaches check points	This is an ongoing task as and when checkpoint is reached on case reviews.			In place under the Audit and Risk Committee a sub-committee of the board of directors.
9	Staff Deployment	Staff allocation to include sessional experts to be costed and applied to the annual operational costs	Staff has been deployed to support the Safeguarding Team. 13.04.18 Safeguarding officer role was advertised.	#12	SG4	May 2018

No.#	Task	Action	Follow Up Time & Detail	Elliott Report #	JVT Report #	Completed On
			This recruitment of additional Safeguarding staff is on hold pending restoration of funding. The Role will be advertised as "Safeguarding Manager"			
10	10.1 Safeguarding Structure	Review current structure and compare to similar organisations Adherence to legislation Prepare revised structure Approval and sign off.	This review is complete and the structure has been developed however it cannot be deployed until funding is restored. Please see Appendix 3 for Structure. On hold pending restoration of funding.	#1	SG5	
	10.2 Safeguarding Training	Ensure that our best-in-class standard of Safeguarding Training is maintained through continual review and is updated as necessary to reflect any change in legislation and improved practice.	Continual review. A Safe From Harm online training module which all adult volunteers must take pre every large event. Enforcement of our Vetting policy.	#1	SG5	Ongoing
11	Safeguarding policy framework	Review current policies Compare to similar organisations Adherence to legislation Prepare revised policies and link to safeguarding structure Approval and sign off Ensure that training modules are updated to reflect change and to include all SI materials	Work commenced April 2018. Resource allocation is an issue for furthering this work. This is on hold pending restoration of funding	#1	SG5	On hold

No.#	Task	Action	Follow Up Time & Detail	Elliott Report #	JVT Report #	Completed On
12	Safeguarding policy monitoring	Review current structure Compare to similar organisations Adherence to legislation Prepare policy monitoring guidelines and standard templates Approval and sign off Ensure that training modules are updated to reflect change and to include all SI materials	Work commenced April 2018 however this is now on hold as resource allocation is an issue for furthering this work. This is on hold pending restoration of funding	#1	SG5	On hold
13	Safeguarding policy compliance audit	Policy to ensure that an annual audit of safeguarding policies, framework and compliance is conducted by an external professional	Methodology is devised. Aim to commence this process in December 2018. Please see Appendix 3 for Methodology.	#1		Biennial from September 2018
14	Safeguarding sanctions framework	Prepare sanctions framework to support safeguarding policies, compliance and monitoring In line with cons & rules of SI and adhering to legislation Ensure that training modules are updated to reflect change and to include all SI materials	New Disciplinary procedure adopted	#2	SG6	September 2018 – Completed
15	Framework to ensure adherence to legislation	Update and continuous review of recruitment process, vetting process, appropriate training modules developed and delivered in a manner consistent with jurisdictions.	Critical that DB system is maintained and sense checked for data integrity on an annual basis	#3 & #8		Commenced December 2017 - Continual process.

No.#	Task	Action	Follow Up Time & Detail	Elliott Report #	JVT Report #	Completed On
		Ensure that training modules are updated to reflect change.				
16	Dedicated Website for Safeguarding for distribution of materials	BOD to direct the communications commissioner to work with the safeguarding coordinator to develop and maintain a dedicated website	Dependent on restoration of funding	#5 & #6 & #7	SG2	Pending Funding
17	Record keeping and reporting	Standard templates for the recording of meetings, memo's and monthly reports to be developed and USED by all involved in Safeguarding	Report templates have been completed and are in use.	#9 & #13		July 2018
18	Safeguarding materials and publications	Develop a series of publications for safeguarding	Partnership links with external agencies are in the final stages.	#5 & #6 & #7	SG2	Commenced June 2018
19	Code of Good Practise and Use of Social Media Guidelines	Review current policies and practises Compare to similar organisations Adherence to legislation Prepare revised policies and link to safeguarding structure Approval and sign off Ensure that training modules are updated to reflect change.	Reviewed in conjunction with legislative change, guidance and policy.	#14		Completed and continual. Review as necessary.

No.#	Task	Action	Follow Up Time & Detail	Elliott Report #	JVT Report #	Completed On
20	Disciplinary Code	DRAP report to be added to BOD meeting standing orders Risk register information to be provided.	DRAP (Disputes Resolution and Appeals Panel)	#2 & #10	SG6	Adopted – September 2018
21	National Standard – Access and Advice	Provide the same level of care, support, information and advice across the island.	In place – however this is stretched due to being under resourcing and funding challenges.	#5		Commenced - Continual
22	Mechanism for reporting safeguarding issues in SI to be developed further	Include reporting function in the safeguarding framework and ensure that training and all SI materials are updated and communicated to membership	Safeguarding Manager to attend live delivery of training to review. Additional work to be commenced regarding the identification of the barriers to reporting.	#5	SG4	
23	Annual appraisal including a review of CPD of all staff and volunteers involved in Safeguarding	Develop a standardised annual appraisal of all safeguarding staff – role specific SG policy framework to include training and ongoing education of ALL involved in safeguarding.		#11& #17 & #18		September 2018
24	BOD update	Safeguarding to be added as standing item to BOD agenda - a monthly report from the safeguarding coordinator MUST be provided.		#13	SG4	Apr 2018

No.#	Task	Action	Follow Up Time & Detail	Elliott Report #	JVT Report #	Completed On
25	Suspension without prejudice	BOD moved to enact this unanimously on 22 April 2018 – legal advice should ensue and Constitution and Rules updated accordingly.	Step 1: Disciplinary Policy approved Step 2: Disciplinary Officer appointed	#15	SG6	Step 1: Sept 2018 Step 2: Nov 2018
26	Support Process	Process for supporting ALL involved in safeguarding issues to be drafted, approved and reviewed on an annual basis in line with annual external audit This should be included in the SG framework.	This is professional reflective supervision			September 2018
27	Governance Project	Bring forward governance project and have a new BOD in situ November 2018.	<i>Moved forward at NC 2018</i>		GP1	Oct 2018
28	Adult Recruitment	Develop criteria for Fit Volunteer and a mechanism for recognition and implementation process.	Safeguarding Manager to begin this process.			

****This does not take into account all of Jillian Van Turnhout recommendations as they are not all related to Safeguarding. This report is specific to Safeguarding actions in Scouting Ireland.***

Governance

Jillian Van Turnhout Review

We have included a copy of the Scouting Irelands governances actions taken up to September 2018 aligned with the Recommendations set out in the Jillian Van Turnhout Review.

For the most up to date published version of this please refer to Scouting Irelands Report March 2019 to the Department of Children and Youth Affairs. [Please click here.](#)

Jillian Van Turnhout Recommendations	Scouting Irelands Actions
Safeguarding	
SG1. Contract Ian Elliott or a person with a similar skill set, to undertake the role of Mandated Person with immediate effect. The Mandated Person should be permitted by Scouting Ireland to make direct contact with the Department of Children and Youth Affairs if he or she believes it is necessary to do so.	<p>Ian Elliot has been contracted as Safeguarding Manager (Mandated person). The Safeguarding Manager is a direct report to the Board of Directors.</p> <p>Please refer to Action 3 in Scouting Ireland's Safeguarding Action Plan</p>
SG2. Ensure a communication is sent from the Mandated Person to the membership of Scouting Ireland outlining the steps for reporting any allegation or concern.	<p>Ian Elliot has sent notification, to the entire membership, of safeguarding manager role and the steps for reporting.</p> <p>Please refer to Action 16 & 18 in Scouting Ireland's Safeguarding Action Plan</p>

Jillian Van Turnhout Recommendations	Scouting Irelands Actions
<p>SG3. The Mandated Person should be supported by trained staff in the national office who is equipped to work in a confidential and secure manner.</p>	<p>The Safeguarding manager is supported by a team in National Office and the office of SFNI. There is a dedicated office in SFNI and whilst awaiting works on the downstairs room in National Office; the CEO's office has been allocated to the Safeguarding Team.</p> <p>Please refer to Action 2 in Scouting Ireland's Safeguarding Action Plan</p>
<p>SG4. Advertise and recruit a Safeguarding Manager who has the suitable authority and experience to undertake the role of Mandated Person for Scouting Ireland. This person should commence work for Scouting Ireland by 1 January 2019 at the latest. The Safeguarding Manager should report directly to the Board of Scouting Ireland. The individual should be part of the Senior Management Staff Team and be managed by the CEO in relation to any human resources (HR) aspects of their role;</p>	<p>This role has previously been advertised however this recruitment process has been paused pending restoration of funding.</p> <p>The Safeguarding Manager IS a direct report to the Board of Scouting Ireland and managed by the CEO with regards to HR aspect of their role.</p> <p>Please refer to Action 9 in Scouting Ireland's Safeguarding Action Plan</p>
<p>SG5. In parallel, Ian Elliott, or a person with a similar skill set, should be charged with advising the Board and leading the organisation through the necessary changes to ensure a coherent Safeguarding Structure that is appropriately resourced and structured.</p>	<p>Ian Elliot is currently charged with advising the Board of the necessary changes required in the Safeguarding Structure and related policies and procedures.</p> <p>Please refer to Action 3 in Scouting Ireland's Safeguarding Action Plan</p>

Jillian Van Turnhout Recommendations	Scouting Irelands Actions
<p>SG6. Develop and approve a Disciplinary Code to include a mechanism for suspension and expulsion of members. Once approved, this Code should be communicated to the membership.</p>	<p>A disciplinary code has been developed and was adopted by the board of Scouting Ireland September 2018.</p> <p>Please refer to Action 14,20 & 25 in Scouting Ireland's Safeguarding Action Plan</p>
<p>Management of the Organisation</p>	
<p>MO1. If the motion relating to the Board of Directors of Scouting Ireland is not approved by the members at the National Council on 30 June 2018, I recommend the current Board continue with their decision to resign and a new Board be elected, under the current constitutional provisions, at the National Council on 6 October 2018.</p>	<p>The Board of Directors agreed on 20th May 2018 that all would resign on 31st October 2018 in order to facilitate a new board to take office on 1st November 2018.</p> <p>The motion referred to was passed on the 30th June by Scouting Ireland's membership at the EGM resulting in the current board of directors resigning and a new board being elected under the new constitutional provisions, at the EMG - National Council on the 6th October 2018.</p>
<p>MO2. Provide adequate induction and training on the roles and responsibilities of a Director to all newly appointed Board Directors.</p>	<p>Induction, assessment and training of Directors forms part of the new governance procedures. Induction/ Assessment of the new Board took place on August 18th 2018.</p> <p>Governance proposals were approved as of the 30th June 2018 which included induction, assessment and training of Directors. These procedures are now in motion as we move toward the formation of Scouting Ireland's new Board Directors on October 2018.</p>

Jillian Van Turnhout Recommendations	Scouting Irelands Actions
<p>MO3. The Board should request the Audit and Risk Committee to update their risk assessment of Scouting Ireland, a copy of their report should be provided to the Department of Children and Youth Affairs by 1 December 2018.</p>	<p>The Terms of reference for the Audit and Risk Committee will be extended to include reporting to the Department of Children and Youth Affairs. A report will be furnished as requested by 1st December 2018.</p>
<p>Governance Proposals</p>	
<p>GP1. In line with the proposals from the Governance Review Group, Scouting Ireland should have a system in place to identify, assess and elect members of the Board of Scouting Ireland based on competency.</p>	<p>Induction, assessment and training of Directors forms part of the governance proposals were brought before the EGM on 30th June 2018. Governance proposals were approved as of the 30th June 2018. This system is now in use as we move toward the formation of Scouting Ireland's new Board of Directors on 6th October 2018.</p>
<p>GP2. Revisit the proposal that Heads of Departments will be a mix of volunteer and staff roles. Staff can provide continuity ensuring the delivery of a service in each department. However, in each Department it should be a volunteer who has the oversight role. In addition, it is for this reason; I recommend safeguarding and human resources are moved out of the new proposed structure re: departments.</p>	<p>This has been adopted in the updated governance support document and will be a matter for the new board of Scouting Ireland post 6th October EGM.</p>

Charities Legislation	
<p>1. The Chair of the newly elected Board (October 2018) of Scouting Ireland should request a joint meeting between the Charities Regulator, the Charities Commission Northern Ireland and a delegation from the Board of Trustees of Scouting Ireland to be held in quarter four 2018. The Charities Regulator has agreed in principle to this meeting</p>	<p>To be completed by the new Board of Directors.</p> <p>However, Scouting Ireland is currently engaging with the Charities Regulator. A meeting with the Charities Regulator has been proposed for the 2nd of October 2018 to discuss the future plans for the control and management of Scouting Ireland.</p>
<p>2. Following this meeting, the Board of Trustees of Scouting Ireland should review and agree its approach to the implementation of charities legislation. This decision should be communicated to members in a timely and open manner.</p>	<p>To be completed by the new Board of Directors.</p>

Transition Process

All members of national teams, committees and subcommittees have been asked to continue in their current roles until 31st August 2019 to ensure that there is an orderly transition to the new national structure. The Governance Review Group had prepared a map of how current operational activities can be moved into the new Operational Departments. There will be an operational Transition Department to help with this work.

While progress had been held up due to urgent safeguarding matters, the BOD SI has made significant inroads over the summer, to bring the new structure for Scouting Ireland to fruition. It is envisaged that the departments will be fully operational in the first quarter of 2020.

Finally the NMC wish to thank all sub committees' of the NMC, team leads and professional staff for their input and support over the past number of years. Change is always painful and not always palatable however, your NMC believe in and advocate that the new structure of Scouting Ireland will bring about a renewed organisation that is fit for purpose both now and into the future.