

Interview Assessment Guide for Youth Aged Applicants

Beginning in the 2015 – 16 Scouting year, a young person under the age of 18 applying to be a volunteer with Scouts Canada will be considered as a Scouter for the purpose of the Two Scouter rule once they have met the screening requirements for volunteers with Scouts Canada. This must be explained to the applicant and their parent/guardian during the interview portion of the screening process.

The youth's parent(s) must be made aware that as part of this role the youth will be treated as an adult Scouter and will be held to the standards and expectations that are detailed in Scouts Canada's Code of Conduct and Wood Badge Training. The interviewer must be clear with the parent that their may be times that their son or daughter will be alone with an adult Scouter. The parent must be comfortable with their child assuming the responsibilities that accompany the volunteer role.

If the parent or applicant have any hesitations about this, then they may need to reconsider of whether their child is ready for such a role.

The Interview Process

These questions on Page 2 are to be discussed with the youth aged applicant and their parent both present. The parent is only required to be present for this portion of the interview, but they may attend the whole interview as an observer if they wish. Prior

to beginning the interview, give the youth and their parent time to decide whether the parent will stay for the duration;

Have a copy of the Code of Conduct on hand for the applicant to read through. Review the Code of Conduct and the Two Scouter Rule with the youth and their parent: The Two Scouter Rule is the requirement for two registered Scouters to be with youth at all times. Notwithstanding section ratios, two Scouters must always be within the field of view and within earshot of one another when with youth. The Two Scouter rule is an integral part of the Code of Conduct that applies to all Scouts Canada volunteers and staff.

Page 2 of this document should be printed out and attached to the rest of the interview assessment summary found on the Orientation section of the Volunteer Support Toolkit.

Read through the Take Home Sheet with the youth and their parent. Reinforce that if the applicant or their parent has any specific safety concerns that they should contact a local Scouter, the Scouts Canada Help Centre or email safety@scouts.ca. Ask the applicant to think of three Scouters that they trust and could talk to if they see something inappropriate or feel uncomfortable. Come prepared with contact information for three Scouters that the applicant could reach out to for help. Give the applicant the Take Home Sheet to take with them after the interview has been completed.

Interview Assessment Summary Attachment for Youth Aged Applicants

Applicant's Name:

Interviewers:

Name of Parent/Guardian(s) in attendance:

	Question	Assessment Concern	Strong/Weak/Concern
Interactions with Adult Scouters (Applicant)	<p>As a Scouts Canada volunteer, you will count towards the Two Scouter Rule with other Scouters. This means that there may be times where you will be working alone with an adult aged Scouter.</p> <p>Can you tell me about any concerns that you might have?</p> <p>Is there anyone on this leadership team, or Scouting in general, that you would not feel comfortable working one on one with?</p> <p>Can you think of three Scouters who you could tell if you felt uncomfortable with an individual or with a situation? Do you have their contact information?</p>	<p>Hesitation about the possibility about working one on one with adults.</p> <p>Concerns about specific individuals.</p>	
Interactions with Adult Scouters (Parent/Guardian)	<p>As a Scouts Canada volunteer, your Scout will share the same responsibilities and expectations as our adult aged Scouters and at times may work one on one with adult Scouters.</p> <p>Can you tell me about any concerns that you might have?</p> <p>Is there anyone on this leadership team, or Scouting in general, that you would not feel comfortable allowing your child to be alone with?</p>	<p>Hesitation about the possibility about working one on one with adults.</p> <p>Concerns about specific individuals.</p>	

PRINT OUT THIS PAGE AND ATTACH TO COMPLETED INTERVIEW ASSESSMENT SUMMARY



Take Home Sheet

Welcome to the exciting world of volunteering with Scouts Canada. Your hard work and commitment will help facilitate great safe Scouting adventures and help develop well rounded youth, better prepared for success in the world.

As a Scouter you will have the same responsibilities and expectations as our adult-aged Scouters. This includes following the Two Scouter Rule when working with youth.

The Two Scouter Rule is the requirement for two registered Scouters to be with youth at all times. Notwithstanding section ratios, two Scouters must always be within the field of view and within earshot of one another when with youth. The Two Scouter rule is an integral part of the Code of Conduct that applies to all Scouts Canada volunteers and staff.

While you will count as an adult for the purposes of the Two Scouter Rule this does not preclude you from the same level of protection that is provided to all young people in Scouting. The Code of Conduct strictly prohibits inappropriate behavior such as bullying, harassment and discrimination. In your role as a Scouter, there will be times where it will be appropriate for you to work alone with an adult aged Scouter. Keep in mind that it is inappropriate for Scouters to repeatedly seek out opportunities to be alone with you or to display undue attention or affection towards you.

Generally Appropriate Behavior

- You and another Scouter take a small group of youth on a nature hike while the rest of group helps prepare supper.
- A Scouter offers you to drive you home after a meeting where transportation is unavailable to you.
- Your team of Scouters presents you with a gift to commemorate a milestone.

Potentially Inappropriate Behavior

- An adult Scouter invites you to go on a nature hike alone while the rest of the group prepares supper.
- A Scouter offers to drive you home when you have already arranged transportation.
- An individual Scouter presents you with a personal gift because they thought you might enjoy it.

While the individual's intent in these scenarios may or may not be inappropriate, the bottom line is that if you or your parent(s) feel uncomfortable with an individual or a situation, tell someone by contacting a local Scouter, the Scouts Canada Help Centre or by email at safety@scouts.ca. You can find other helpful safety tips at [Scouts.ca/Scouting-Safety](https://scouts.ca/Scouting-Safety).

Who are three Scouters that you trust and could tell if you see something inappropriate or feel uncomfortable?

Scouter 1

Name:

Phone #:

Email:

Scouter 2

Name:

Phone #:

Email:

Scouter 3

Name:

Phone #:

Email:

Other Safety Resources:

Kids Help Phone
1-800-668-6688
[Kidshelpphone.ca](https://www.kidshelpphone.ca)

Scouts Canada Help Centre
1-888-855-3336
safety@scouts.ca

