



Understanding Two Deep Leadership

The term 'Two Deep Leadership' means at least two leaders or a leader and another adult. However, due to the number of 'experts' giving their varying opinion, and other different information floating around it is important to understand what the New South Branch means by the term.

WHY DO WE NEED THIS? To protect our youth members. Also of importance is to protect our leaders from false allegations, claims of negligence and other liabilities. All easily avoided by following the polices.

First, let's see what the New South Branch actually says about it and, secondly, some examples.

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ORGANISATION & INFORMATION HANDBOOK

(The current version on the web not the antiquated green book version.)

MEMBERSHIP OF THE NEW SOUTH WALES BRANCH (page 163)

3. INCLUSIVE MEMBERSHIP POLICY

3.4 Adult Leaders

In a Group, it is desirable to have both male and female Leaders in each Section. However, if a Section loses the services of a Leader so that the desired composition is no longer possible, it may continue to operate as a Section with at least one Leader, provided that:

- 3.4.1 *The Group can show that it is conscientiously attempting to obtain a replacement Leader to re-establish the desired composition of Leaders.*
- 3.4.2 *To ensure that adequate adult male and female supervision is provided, the Section Leader or Group Leader arranges for a suitable parent/helper approved by the Group Leader, to be present and provide assistance at activities.*

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THE LEADER SUPPORT GUIDELINE

'LSG 1 AVOIDING ABUSE IN SCOUTING '(page 3)

4, During transportation to and from planned Scouting activities, if you cannot provide two adults for each vehicle, the minimum requirement is one adult and two or more youth members - never one on one. A common departure point is recommended.

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**THE 'CODE OF CONDUCT' ON THE BACK OF OUR APPOINTMENT AS A LEADER',
OR IN 'LSG 23 CODE OF CONDUCT'
OR 'LSG 17 THE PERSONAL PROTECTION POLICY' WHICH IS HANDED TO ALL NEW LEADERS**

*8. Adults in Scouting, for their own protection, should avoid potentially compromising situations by ensuring, where **reasonably** possible, that at least two adults are in attendance whilst supervising and/or accompanying Youth members. It is recognised that in certain circumstances it may be necessary for a Leader or Adult, whilst acting responsibly and exercising their "duty of care", to be alone with a Youth member.*

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Leader Support Guide

WHAT IF A LEADER FAILS TO TURN UP FOR A MEETING, OR IS ILL AND GOES HOME?

One of the two leaders falls ill or cannot come that night, that is acceptable to continue with only one leader, as you have taken **reasonable** steps to have, and it is usual to have, two leaders.

SOMEONE FALLS ILL OR HAS AN ACCIDENT?

In an emergency, it is a case of expedience, getting the person to care as quickly as possible. Don't hang around arranging for another leader to drive with you. Get two of the scout's mates to comfort him/her, and each other, whilst you drive to the hospital/doctor or home.

WHY TWO LEADERS ON A BUS TOUR?

An actual incident when a bus crashed in a country area in Queensland. Some of the injured were to be treated locally; some so bad they had to be taken by helicopter and ambulance to the next big hospital; some had to be accommodated overnight at least. You're the leader, you know their allergies and problems so where do you go? What IF you had been on the first helicopter for emergency treatment?

(In this case, there was more than one leader, one stayed with the group and the other leader went to the hospital. A local clergyman came forwards in typical country style and found accommodation.)

WHAT IF YOU'RE DRIVING SCOUTS FROM MOREE TO SYDNEY FOR A SCOUT FUNCTION?

Easy to answer, As set out on page 1, wherever REASONABLY possible you should avoid situations where there is a "one on one" situation. (A) If there are 2 or more youth members in the car and 1 leader, OR 1 youth member and 2 or more adults (whether or not all are leaders) there is NO problem. (B) If there is only 1 youth member and yourself in the vehicle and no-one else is available BUT the parents know and approve, then you have taken all REASONABLE steps

WHAT IF YOU HAVE MANAGED BY YOURSELF FOR YEARS AND SOMETHING HAPPENS?

A very important case, well publicised, but not in our State was a leader found guilty of negligence because he hadn't tried to reduce the risk. He hadn't even attempted a parent roster or asked for help in the last year. *(6 months was felt to be the minimum)* This situation is NOT acceptable.

I HAVE A FIRST AID CERTIFICATE AND AM HEALTHY, I DON'T NEED A SECOND PERSON.

What could go wrong? Why do I need a second person there? Ask leaders (i) who had a miscarriage (ii) kidney stone with pain and vomiting – said to be more painful than childbirth (iii) the heart attack at an activity, resulting in immediate death of the leader – they have all happened. What if a child gets a severe asthma attack and has to be ruled to hospital as he is going blue? Do you take him and leave the cubs alone, until someone else gets there? Wait for an ambulance and neglect the others, who may be getting quite upset? Do you wait until someone else drives there from home? IF you agreed to any of these how would you explain you didn't think of having others there, why you put lives at risk? Remember you're not a super hero and no one knows what lies around the corner. *(ever had sudden bout of food poisoning, acute diarrhoea?)*

THAT'S WHAT WORRIES ME. I AM ALONE AND HAVE DESPERATELY TRIED TO GET HELP.

All that is asked is that you take **reasonable** and **genuine** steps to get someone and/or develop a parent roster. If you can show newsletters – notes – a special meeting etc that in the last 6 months you have been appealing for help this would satisfy most people and 3.4.1 in the O&I handbook. Your GL and Committee should be concerned about the ongoing risk to youth members if there is only one person in attendance – it is THEIR responsibility.

WHAT DO PARENTS HAVE TO DO ON A PARENT ROSTER?

Simple, just be there. They can help if you want, they can sit and read or knit. Look at the events we have had, mostly it is someone to drive to hospital/home or if you are involved in an emergency, to look after the meeting until parents arrive. Of course, it may be an opportunity to get them interested in becoming a leader themselves.

WHAT IF..... ?

What about all the other WHAT IFS....?? Use common sense and **reasonable** effort. THINK about the possibilities, do a risk assessment and assess your own vulnerability and those of your charges, before it happens..

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THE FOLLOWING LEADER SUPPORT GUIDES COULD BE HELPFUL HAVE A RE READ OF THEM

LSG 17 THE PERSONAL PROTECTION POLICY & LSG 5 DUTY OF CARE

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All the Leader support guides are available at <http://www.nsw.scouts.com.au/Support-Guides/default.aspx>