

Guidance for Special Needs

Prepared by	Policies and Procedures Subcommittee
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GUIDANCE FOR SPECIAL NEEDS

BACKGROUND

This guidance is for leaders who are working with members with additional, though not disclosed, needs.

AIMS OF THE GUIDANCE

As a Friendly and Welcoming organisation, OutdoorLads wants to ensure that everyone has a good time on our events. Some members may, however, behave in a way that makes it more difficult for them to easily integrate into the group or may make other members feel uncomfortable.

This document aims to outline how a leader or member can make adjustments if required to help a vulnerable member feel more welcome and ensure that everyone enjoys the event.

It is important that the leader takes the member's needs and social temperament into consideration when leading events. This could be the following:

- Previous knowledge of that member.
- Social temperament. i.e., how does that individual fit in with other members on events?
- How adapt that member is at social communication.
- Physical stamina.
- Appropriateness of conversation.

Taking this into consideration, the leaders of events should make sure they adopt the following:

- That despite any member's additional needs, the groups Code of Conduct still applies.
- That group leaders will ensure that member's feel welcomed within the group and that, where possible, the leader engages in conversation with that member to ensure they do not feel excluded.
- In certain situations a leader may feel it appropriate to step in/speak to that member if other group members are feeling uncomfortable with the social conduct/conversation/temperament of a certain individual.
- That the group leader will not publically condemn the behaviour of a member in front of the group and will always do it in private or away from the activity.
- When talking about behaviour that is deemed to be inappropriate the group leader will always adopt the following:
 - Cool and quite temperament
 - Away from the activity/in private.



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- To recognise the context of why that member behaves in that manner.
- To explain carefully why in the group dynamic/social environment/location why certain behaviour/conversation or temperament maybe considered inappropriate.
- To remind that member that they are in environment where other members may not be comfortable with certain types of conversation even if the individual in question does.
- To explain this is only a 'quiet word' but that a repeat of such behaviour is not acceptable.