

Scouts Australia

Reflect Reconciliation Action Plan

Oct 2025 - Mar 2027

Approved by the National Executive Committee of Scouts Australia

EDITION 1



Cover Photo

Artwork by Joey Scout (1st Caroline Springs Scout Group)
The Wurundjeri Woi-Wurrung Cultural Heritage Aboriginal Corporation provided a yarn on the meaning of the name:
'Balam balam, meaning butterfly in Woi-wurrung, symbolises beauty, transformation, creativity, and the strength of community. It embodies the spirit of unity and the freedom to imagine and create together.

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Guidance notes: This document saved on NST teams folder [here](#)



Reflect Reconciliation Action Plan

Acknowledgement of Country

We acknowledge the Traditional Owners of the country on which Scouts meet to learn, share, teach and grow. Scouts Australia pays respects to Elders past and present.



Opening Statement from the Chief Commissioner of Australia

As Chief Commissioner of Scouts Australia, I am proud to present our inaugural Reflect Reconciliation Action Plan. This plan will take Scouts Australia on a journey of reflection as we try to understand what reconciliation means, and what role we might and can play. This is a historic moment and a significant first step in what must become a lasting journey of building our understanding and respect for First Nations People and creating a more inclusive movement for all young people.

Scouting has always been about preparing young people to make a positive difference in the world. Our core values such as respect, service, connection to the environment, and learning by doing give us a strong foundation to build stronger connections and to learn from First Nations peoples.

Through this RAP, Scouts Australia affirms our commitment to reconciliation and to building a future in which the cultures, histories, knowledges, and contributions of First Nations Australians are valued and respected. We will begin with reflection by looking at our practices, our attitudes, and identifying how we can better incorporate elements of Aboriginal cultures within our program. A central part of this will be listening to our Aboriginal and Torres Strait Islander members to understand their diverse perspectives and ensure these shape the actions that we take.

This is where we begin — with listening, with reflection, and with a deep commitment to learning. I am so proud to be committing our organisation to this journey of reconciliation. It is not about quick answers but about respect, humility, and walking forward together.

A handwritten signature in black ink, consisting of a stylized 'B' followed by a series of loops and a long horizontal stroke extending to the right.

Brendan J Watson OAM
Chief Commissioner of Australia
Scouts Australia

Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes Scouts Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Scouts Australia joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types - Reflect, Innovate, Stretch and Elevate - allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Scouts Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Scouts Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





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Our Business

Scouts Australia is the National Scout Organisation in Australia and joins over 176 countries as a member of the World Organization of the Scout Movement (WOSM). Scouts Australia's purpose is to encourage the physical, intellectual, social, emotional, and spiritual development of young people so that they take a constructive place in society as responsible citizens and as members of their local, national, and international communities. We do this through adventurous, fun, challenging, and inclusive activities delivered in small groups across the nation.

Scouts Australia is the only WOSM Member Organization that operates in a federated model in line with our government structure. Scouts Australia is responsible for the overarching design of the Youth Program, Adult Volunteer Training, International Engagement, Uniform and establishing National Policies and Rules to which Branches must comply, coordinating engagements in International Scouting, and overseeing national events such as Jamborees. State and Territory-based Branches are responsible for the delivery of Scouting within their Branch, which is delivered through local Scout Groups.

- Currently across Australia there are 8 Branches located in all States and Territories, Scouts Australia has 19,600 adult volunteer leaders and supporters who manage the delivery of our Scouting Program, and 45,800 youth members that engage in the program nationwide.
- Scouts Australia has 12 staff members who work in the National Support Office in Sydney Olympic Park NSW to provide support to national volunteers, member Branches and individual members. This is supplemented by 150 staff members working in and for the eight member Branches, including many commercial operations.
- Scouts Australia does not currently collect nationwide data on whether members and staff identify as Aboriginal or Torres Strait Islander People. This is an area that can be further strengthened through this RAP and future RAPs should members wish to identify.



Our Reconciliation Action Plan (RAP)

Scouts Australia is committed to being a diverse and inclusive organisation, and views the development of this RAP as an extension of this. This RAP will listen to the voices of and collaborate with Aboriginal and Torres Strait Islander peoples including paid staff and volunteers. Our intention is to review and adjust national policies and procedures to ensure reconciliation is embedded within our organisation and encourage our member Branches to create their own RAPs or to align with the National RAP.

Scouts Australia has formed a RAP Development Group which has created this RAP and will form a formal RAP Working Group (RAPWG) to support the implementation of the Reflect RAP and continue the organisation's Reconciliation Journey. A new volunteer role will be created within the National senior leadership structure - a National Adviser Reconciliation, to drive RAP implementation and act as the Secretariat for the RAPWG. This role will report directly to the National Adviser Diversity and Inclusion under the Deputy Chief Commissioner's portfolio.

This National Adviser will act as the RAP Champion for the organisation and push for change and support throughout the RAP implementation. The RAPWG will include decision-making members of Scouts Australia, Youth and Adult Members of Scouts Australia, and representation from Aboriginal & Torres Strait Islander peoples. This RAPWG will collectively oversee and manage the implementation of the RAP with the National Adviser Reconciliation. The RAPWG will meet on a quarterly basis (minimum) and will consult with the National Executive Committee and National Operations Committee as required to ensure their ideas and commitment to the RAP are reflected.

○ **The RAPWG will include the following members:**

- National Adviser Reconciliation (Chair)
- National Youth Program Commissioner (or delegate i.e Deputy/ Assistant etc)
- National General Manager (or delegate i.e National Coordinator etc)
- National Adviser Diversity and Inclusion
- National Rover Council Advocacy Officer
- Chair of the Scouts Australia First Nation's Advisory Council (First Nations Identified)
- 2 (Min) General Members (First Nations Identified)
- Deputy Chief Commissioner (ex-officio)
- Chief Commissioner (ex-officio)

We will also establish an advisory group of Scouts Australia Members that only identify as Aboriginal or Torres Strait Islander. This is to ensure unit level members on the ground working with youth members and scout groups have a voice on a national level. The Advisory Group will feed directly to the RAPWG through their Chair enabling direct influence into decision making processes.

This Reflect RAP is the beginning of Scouts Australia's formal journey towards Reconciliation and will assist the organisation to reach its intended goals. This RAP has been committed to and approved by the Scouts Australia National Executive Committee and National Operations Committee. Scouts Australia commits to commence development of an Innovate RAP by Dec 2026 to continue our Journey to Reconciliation.



Our Partnerships and Current Activities

Scouts Australia currently undertakes a number of reconciliation activities:

- ☐ Groups are encouraged to conduct an Acknowledgement of Country in all meetings, events and activities, although it is unknown how widely this occurs
- ☐ Scouts Australia recognises national occasions and dates which are meaningful to Aboriginal and Torres Strait Islander people via social media and electronic newsletters
- ☐ Some Scout Groups currently display the Aboriginal and Torres Strait Islander flags in their Scout Halls and are encouraged and supported to do so
- ☐ Scouts Australia promotes youth program activities that encourage raising awareness and understanding of Aboriginal and Torres Strait Islander cultures, particularly to coincide with NAIDOC week and National Reconciliation Week



Photo: Leadership Through Adventure Fund
– 2nd and 3rd Pennant Hills Scout Groups



Relationships

ACTION: 1:1

Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

DELIVERABLE:

- Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our sphere of influence and create long-lasting working relationships, including exploring the opportunity for Memorandum of Understandings with First Nations organisations where appropriate.
- Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.

TIME:

January 2026

RESPONSIBILITY:

National Adviser Reconciliation

January 2026

National Adviser Reconciliation

ACTION: 1:2

Build relationships through celebrating National Reconciliation Week (NRW).

DELIVERABLE:

- Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to National Staff and Volunteers.
- Create and circulate Reconciliation Australia's National Reconciliation Week resources to Branches for distribution to members.
- RAPWG Members to participate in external National Reconciliation Week event
- Encourage National Team and Staff to attend external National Reconciliation Week events
- Encourage and support National Team and Staff to participate in at least one external event to recognise and celebrate National Reconciliation Week.

TIME:

May 2026

May 2026

27 May to 3 June 2026

27 May to 3 June 2026

27 May to 3 June 2026

RESPONSIBILITY:

National Adviser Reconciliation & National General Manager/ delegate

Marketing Coordinator/ National General Manager

National Adviser Reconciliation

Chief Commissioner, National General Manager & National Adviser Reconciliation

Chief Commissioner, National General Manager & National Adviser Reconciliation



Relationships

ACTION: 1:3	DELIVERABLE:	TIME:	RESPONSIBILITY:
Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all members and staff via regular updates in the National e-News and on Scouts Australia Social Media channels. 	Published each month	National Adviser Reconciliation & Marketing Coordinator/ National General Manager
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	March 2026	RAPWG - National Adviser Reconciliation
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	June 2026	RAPWG - National Adviser Reconciliation
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation externally and provide support and advice to all member Branches to support the creation of their own Branch-level RAPs (or support their alignment to the National RAP - to be approved by each Branch Executive) 	November 2026	National Adviser Reconciliation
ACTION: 1:4	DELIVERABLE:	TIME:	RESPONSIBILITY:
Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practices and policies in areas of race relations and anti-discrimination and where appropriate enhance and adapt our key Policies and Procedures to ensure there is no inherent discrimination. 	November 2026	Chair - National Executive Committee & National Adviser Reconciliation
	<ul style="list-style-type: none"> Conduct a review of paid staff Human Resource policies and procedures and National Policy and Rules to identify existing anti-discrimination provisions and future needs. 	August 2026	National General Manager



Respect

ACTION: 2:1

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

DELIVERABLE:

- Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.
- Undertake a review of Scouts Australia program and identify potential opportunities to use the existing Program Framework to raise awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights, and explore opportunities to implement the Narragunnawali program within our Youth Program.
- Conduct a review of cultural learning needs within our organisation.

TIME:

June 2026

December 2026

April 2026

RESPONSIBILITY:

National Adviser Reconciliation & Chair - National Executive Committee

National Adviser Reconciliation & National Commissioner Youth Program

National Adviser Reconciliation & National Commissioner Adult Training & Development

ACTION: 2:2

Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

DELIVERABLE:

- Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within National Support Office area, and areas where Tier 1 and Tier 2 National Events (such as Jamborees) are held.
- Increase member, volunteer and staff understanding of the purpose and significance behind cultural norms, including Acknowledgement of Country and Welcome to Country protocols.

TIME:

January 2026

October 2026

RESPONSIBILITY:

National Adviser Reconciliation/ National General Manager

Chief Commissioner, National General Manager, National Adviser Reconciliation & National Commissioner Youth Program



Respect

ACTION: 2:3

Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

DELIVERABLE:

- Raise awareness and share information amongst our staff and members about the meaning of NAIDOC Week through National e-News and Social Media
- Encourage paid staff and national volunteers to attend external NAIDOC week events
- RAP Working Group to participate in an external NAIDOC Week event.

TIME:

May 2026

June 2026

First week in July (annually)

RESPONSIBILITY:

Marketing Coordinator/
National General Manager
& National Adviser
Reconciliation

National General Manager

National Adviser
Reconciliation



Opportunities

ACTION: 3:1

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

DELIVERABLE:

- Develop a business case for Aboriginal and Torres Strait Islander employment and volunteer opportunities within our organisation.
- Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.
- Work with Branches to establish a process for collating membership data of those who identify as Aboriginal and/or Torres Strait Islander Peoples

TIME:

June 2026

April 2026

December 2026

RESPONSIBILITY:

National General Manager & National Adviser Reconciliation

National General Manager & National Adviser Reconciliation

National Adviser Reconciliation & National Operations Committee

ACTION: 3:2

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

DELIVERABLE:

- Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses, including how the Scouts Australia Institute of Training can assist as a commercial product of the organisation.
- Investigate Supply Nation membership.

TIME:

June 2026

June 2026

RESPONSIBILITY:

National General Manager & National Adviser Reconciliation

National General Manager & National Adviser Reconciliation



Governance

ACTION: 4:1	DELIVERABLE:	TIME:	RESPONSIBILITY:
Establish and maintain an effective RAP Working Group (RAPWG) to drive governance of the RAP.	• Advertise and appoint a National Adviser Reconciliation	October 2025	Chief Commissioner
	• Form a Scouts Australia National Reconciliation Working Group (RAPWG) to govern RAP implementation and further RAP development.	November 2025	National Adviser Reconciliation
	• Draft a Terms of Reference for the RAPWG and Advisory Group.	November 2025	National Adviser Reconciliation
	• Maintain Aboriginal and Torres Strait Representation on the RAPWG	November 2025 onwards	National Adviser Reconciliation
	• Establish an Aboriginal and Torres Strait Islander Advisory Group which includes representation from all member branches, where possible. All members of the Advisory Group to identify as First Nations, and incorporate this into existing national membership growth tracker.	December 2025	National Adviser Reconciliation



Governance

ACTION: 4:2	DELIVERABLE:	TIME:	RESPONSIBILITY:
Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	November 2025	RAP WG - National Adviser Reconciliation
	• Engage senior leaders in the delivery of RAP commitments.	November 2025	Chief Commissioner & National General Manager
	• Appoint a senior leader to champion the RAP internally (National Adviser Reconciliation).	November 2025	Chief Commissioner
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	January 2026	National Adviser Reconciliation
	• Undertake a review of Policy and Rules to identify potential entry points to strengthen Scouts Australia's recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights.	March 2027	National Adviser Reconciliation
ACTION: 4:3	DELIVERABLE:	TIME:	RESPONSIBILITY:
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June Annually	National Adviser Reconciliation
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	September Annually	National Adviser Reconciliation
	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September Annually	National Adviser Reconciliation
	• Provide progress on implementation of the RAP to National Executive Committee (NEC) and National Operations Committee (NOC) at quarterly meetings.	January 2026, March 2026	National Adviser Reconciliation



Governance

ACTION: 4:4

Continue our reconciliation journey by developing our next RAP.

DELIVERABLE:

Register via Reconciliation Australia's website to begin developing our next RAP.

TIME:

December 2026

RESPONSIBILITY:

National Adviser Reconciliation

Contact Details

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