



## DOCUMENT NUMBER 3



**28<sup>th</sup> Asia-Pacific  
Scout Conference**  
**TAIWAN · 2025**

# Proposed Amendments to the APR Constitution and By-Laws

**THEME:** Scouting: Integrated Versality

**Proposed Amendments to the APR Constitution  
WOSM/Asia-Pacific Region  
October 2025**

**Proposal 1 : Gender Inclusive language**

Proposer : Regional Scout Committee

Supporter: Governance Sub- Committee

<b>Current Text</b>	<b>Proposed Amended Text</b>	<b>Rational/Justification</b>
<p>1. All references to “Chairman”, including Vice Chairman</p> <p>2. All pronouns published (i.e., him/her, his/her, etc.)</p>	<p>1. The APR Scout Committee recommends to the APR Scout Conference 2025 a change to the APR Constitution and By-Laws as follows:</p> <p>a) All references to “Chairman” be replaced with the term “Chair”. This includes the “Vice” roles that exist.</p> <p>b) All pronouns published (i.e., him/her, his/her, etc.) be replaced with gender-neutral terms, e.g., their/they/them.</p> <p>c) And that these changes take effect from the close of the APR Conference 2025 (i.e., the new Region Scout Committee is formed to adopt the changes immediately)</p>	<p>Diversity forms part of the principles and values of Scouting and is a core component of the key policies and guidelines of WOSM.</p> <p>Scouting strongly opposes all forms of prejudice and discrimination of any kind that could threaten a person’s rights and freedoms, which are stated in the Universal Declaration of Human Rights and other UN global agreements.</p> <p>Encouraging diversity and equality in Scouting enhances respect for others as well as an understanding of differences between us. – <i>Refer the Guidelines for Diversity and Inclusion in Scouting1:</i></p> <p>In fact, the WOSM Code of Conduct<sup>2</sup> goes one step further where under the General Provisions (Rule 1.1) all members are encouraged to “Promote and respect Diversity and Inclusion”.</p>
	<p>2. Subject to (1) above being approved by the APR Scout Conference 2025 that the APR Guidelines on the Nomination and Appointment of Members to Sub-Committees also be amended in line with (1) above to achieve gender inclusivity.</p>	

**Proposal 2 : Regional Scout Committee Composition  
Article VIII, Section 5.**

Proposer : Singapore Scout Association

<b>Current Text</b>	<b>Proposed Amended Text</b>	<b>Rational/Justification</b>
The elected Chairman of the Regional Youth Representatives during his/her term of office shall be an additional member of the Committee who shall have the same rights and obligations as the other ten members and the restriction in (Article VIII Item) 2 above shall not apply in such case.	The elected Chairman of the Regional Youth Representatives during his/her term of office shall be an additional member of the Committee who shall have the same rights and obligations as the other ten members and the restriction in (Article VIII Item) 2 above shall not apply in such case. The remaining members of the Regional Youth Representatives, during their term of office, shall be appointed as non-voting members of the Committee.	To encourage more youth representation at the highest levels of Scouting within the region and maintain the relevance of Scouting to the young people at the heart of the movement.  This is to ensure that our young leaders get to partake in the discourse concerning our region and our movement.

**Proposal 3 : NSO Compliance with Safe from Harm**

Proposer: Scouts Australia

Supported by: Persekutuan Pengakap Malaysia, Kiribati Scout Association

<b>Current Text</b>	<b>Proposed Amended Text</b>	<b>Rational/Justification</b>
Nil	Member Organisations not compliant with the WOSM Safeguarding Policies and measures, are not permitted to: <ul style="list-style-type: none"> <li>• nominate or have their members renominated for Regional committees, taskforces or other roles.</li> </ul> bid or host Regional events.	Nowhere in the APR Constitution does it mention Safe from Harm and its importance.  Members are at risk while the policy is not followed.  Failure to be able to demonstrate the implementation of safeguarding policies may prohibit the ability of MOs to participate in regional events.
<p><u>Reference (if any)</u></p> <p>At the 2017 World Scout Conference (Azerbaijan), World Scouting:</p> <ul style="list-style-type: none"> <li>• reaffirmed Conference Resolutions 1990-16: Convention on the Rights of the Child and 2002-07: Keeping Scouts Safe from Harm,</li> </ul>		

- considered the necessity to ensure that Scouting continues as a safe learning environment for children, young people, and adults, and the critical role that adults play in achieving this,
- considered the Member Organisation's (MO's) assessment on Safe from Harm developed by the World Scout Committee with the support of the World Scout Bureau (WSB), adopted the World Safe-from-Harm Policy (Conference Document 9) for ensuring the continuing wellbeing, healthy development and safety of children and young people during their time in Scouting.

Following this, the World Safe-from-Harm Policy was published (December 2017).

To further strengthen the policy, the 2021 World Scout Conference (Virtual), agreed to a WOSM Constitutional Amendment making safeguarding part of the membership requirement for every MO, together with the introduction of a mechanism to assess compliance. Further work is underway as part of the Triennial Plan process.

Through this strong commitment, MOs will demonstrate they have positioned Safe-from-Harm as a matter of the highest priority, recognising the need to improve in this area to ensure a safe environment for all, preserving the essence of Scouting education.

Additionally, we acknowledge the ongoing work of the WOSM Safeguarding Enforcement Mechanism Project Team in preparing a proposal for consideration for the World Scout Committee on the Enforcement of Safeguarding in NSOs.

This is the opportunity for the Asia-Pacific Region to lead by example and ensure that constitutionally, the importance and reach of Safe-from-Harm is embedded in all our working methods and that we enable the continued safe participation of our youth in regional events and activities.