



World Association  
of Girl Guides and  
Girl Scouts

Membership Policy

## WAGGGS Membership Policy (2026)

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### Related policies and documents

Please also refer to other documents which can be found online, as below:

[WAGGGS Constitution and Bye-Laws](#)

[WAGGGS Membership Fee Policy](#)

[WAGGGS Safeguarding Policy](#)

[Educational Method of the Girl Guiding and Girl Scouting Movement](#)

[WAGGGS Growing and Learning Part 1: Policy and Concepts](#)

[WAGGGS Capacity Assessment Tool](#)

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## Glossary

**Associate Member** - A national organisation working towards Full Membership.

**Census** - Each year Member Organisations report the total number of their members to WAGGGS

**Co-educational setting** - In this type of setting, the Guiding/Scouting programme is delivered in mixed-sex units comprising both males and females.

**Component Association (CA)** - WAGGGS only recognises one Member Organisation per country/territory. Where there are multiple recognised Girl Guiding / Girl Scouting entities in one country they are known as Component Associations (CAs) and, together, they form a Federation.

**Country** – A ‘country’ is recognised as a sovereign state if it has a permanent population, a defined territory, a government, and the capacity to enter relations with other states.<sup>1</sup>

**Educational Programme** – WAGGGS’ non-formal educational framework that supports the development of girls and young women through the Girl Guiding and Girl Scouting experience. It promotes active youth participation, meaningful contributions to programme development, and engagement in the global Movement. The programme is designed to enhance personal growth, leadership skills, and active citizenship.

**Federation** – Some Member Organisations consist of a Federation of Component Associations.

**Full Member** - A national organisation that has achieved Full Membership of WAGGGS in accordance with sub-clause 10.9.1 of the WAGGGS’ Constitution and this policy.

**Joint National Organisation** – Within a Scouts and Guides National Organisation (SAGNO) structure, Joint National Organisations provide a programme in a single-sex setting. In this type of organisation girls and women are usually in a separate unit from boys and men. There may be girls-only groups with their own programme.

**Member Organisation (MO)** - A National Organisation that has achieved membership of WAGGGS. It is this entity that is a Member of WAGGGS.

**Membership** - Membership as a Member of WAGGGS, referring to a National Organisation.

**Method of the Girl Guide/Girl Scout Movement** – As set out in the WAGGGS Constitution and Bye-Laws, the method of the Girl Guide/Girl Scout Movement includes commitment through the Original Promise and Original Law; progressive self-development; learning by doing; teamwork through the patrol system and training for responsible leadership; active co-operation between young people and adults; service in the community; outdoor activities; symbolism.

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<sup>1</sup> The use of the terms ‘country’ and ‘territory’ within this Policy is for the purposes of defining eligibility for membership consideration only and does not imply political recognition or a position on sovereignty status.

**National Organisation** - A Girl Guide/Girl Scout Organisation in a country/territory, which is composed of one or more associations (known as Component Associations) forming a Federation. A National Organisation may differ from a Member Organisation in that the latter has achieved WAGGGS membership whereas the former has not necessarily done so.

**Potential Member Organisation** - An organisation that has been formally recognised as seeking membership of WAGGGS

**Regional Committee** - The committee elected by WAGGGS Full Members at a Regional Conference in accordance with the WAGGGS Constitution and Bye-Laws.

**Safeguarding** - Safeguarding at WAGGGS means the actions we take to prevent harm and promote the welfare of the children and young people we work with and for. Of particular importance is the need to create safe and supportive spaces for Girl Guides and Girl Scouts to participate in our work, to reduce risks and for any (safety and welfare) concerns to be raised and responded to. (WAGGGS Safeguarding Policy 1.5 2025)

**Safeguarding Policy** - A policy that makes it clear what an organisation believes about the importance of safety and well-being of its members, as well as the actions that it will take to keep everyone safe, especially children and vulnerable adults, and respond to incidents of harm or potential harm, if and when they arise.

**Scout and Guide National Organisation (SAGNO)** – A Member Organisation of WAGGGS that is also a member of World Scouting (WOSM).

**Sectarian Name** - A sectarian name refers to the name of a Member Organisation that is explicitly linked to a specific religion, denomination, or political group. This can sometimes imply exclusivity or alignment with particular beliefs, not aligning with WAGGGS' values of inclusivity and diversity.

**Self-government** – Where a Girl Guide/Girl Scout National Organisation has the 'freedom to formulate its policy and put it into practice', and, in addition, 'is independent of any political organisation and any political party'. Self-government with respect to a Joint National Organisation or a Component Association should include the freedom for members of Girl Guiding or Girl Scouting to:

- have an equal share in formulating the policies of the Joint Organisation or Component Association;
- accept all the responsibilities of membership in WAGGGS;
- be autonomous in respect of:
  - the programme and training for girls and young women, including leadership development initiatives.
  - the practical implementation of the policies of the Joint Organisation or Component Association with regard to girls and young women, including ensuring compliance with WAGGGS' safeguarding and child protection standards;
  - control over the finances allotted to the Girl Guide/Girl Scout section.

**Territory** – A 'territory' is a geographical area subject to the sovereignty, control, or jurisdiction of a state or other entity.<sup>1</sup>

**WAGGGS Global Team** - The WAGGGS Global Team includes all staff and volunteers (both governance and operational) at Regional and Global levels who are carrying out a role on behalf of WAGGGS.

**WAGGS-only Organisation Admitting Boys** – National Organisations that are only members of WAGGGS in which all males are members of WAGGGS.

**World Board** - the charity trustees of WAGGGS.

**WOSM** – World Scouting, previously known as the World Organisation of the Scout Movement.

## 1. Membership Policy Statement

Our approach to membership is underpinned by the WAGGGS Constitution and Bye-Laws and reflects the Mission and Vision of the Girl Guiding and Girl Scouting Movement and WAGGGS's Values.

This section explains how organisations become and remain members of WAGGGS, based on its Constitution and Bye-Laws.

Membership is governed by Article 10 of the WAGGGS Constitution. Member Organisations (MOs) are admitted by a process that involves approval by the World Board approval and ratification by Full Members at a World Conference.

Any organisation that meets the membership criteria (to the satisfaction of the World Board) and agrees to the responsibilities and duties outlined in the WAGGGS Constitution and Bye-Laws may apply for membership.

This Policy covers:

- Types of membership
- Requirements for joining and maintaining membership
- Member rights, responsibilities and privileges
- Membership pathways and procedures for addressing concerns

Definitions of key terms are in the Glossary

This Policy is supported by detailed procedures and guidance to ensure it is applied fairly and consistently across the Movement.

## 2. Membership Policy Scope

This Policy applies to:

- All existing Full and Associate Members of WAGGGS, including those under suspension
- Any Potential Member Organisations, which have been recognised by the WAGGGS World Board (or its delegated body) as working towards membership
- The WAGGGS Global Team (staff and volunteers) who work with Member Organisations and Potential Member Organisations

### 3. Member Organisations

This section outlines the definition of a Member Organisation (MO), the different categories of WAGGGS membership and the types of Members.

#### 3.1 Definition of a Member Organisation

A Member Organisation is the single recognised national organisation for Girl Guiding and Girl Scouting in a country or territory.

#### Territories within Existing Member Organisations

Territories that currently fall within the geographic, constitutional, or operational remit of an existing Member Organisation may only be considered for independent membership of WAGGGS where:

- The recognised Member Organisation for that country provides explicit written support for the territory to be considered independently; and
- WAGGGS is satisfied that such consideration would not undermine the unity, stability, or effective functioning of the existing Member Organisation or the Movement as a whole.

No territory will be granted independent membership status without consultation with affected Member Organisation(s).

#### Discretion, Sustainability, and Impact on the Movement

WAGGGS retains the right, at its sole discretion, to decline or defer entry into the membership process where it determines that:

- The proposed Member Organisation would not be operationally, financially, or structurally sustainable;
- Recognition would place a disproportionate demand on WAGGGS' resources; or
- Proceeding would be likely to have a negative impact on an existing Member Organisation

All applications shall be assessed on a case-by-case basis, subject to World Board scrutiny.

#### 3.2 Categories of Membership

WAGGGS has two categories of membership: Full Members and Associate Members

- Full Member:** A national organisation that has been formally admitted to full membership in accordance with the WAGGGS Constitution and Bye-Laws. Full Members hold all rights and responsibilities of membership.
- Associate Member:** A national organisation that is building its capacity to achieve Full Membership. Associate Members have limited voting and participation rights. This is a temporary, developmental stage and not intended to be permanent.

### 3.3 Types of Member Organisation

WAGGGS recognises several types of Member Organisations, each reflecting different structures and approaches:

- a) **WAGGGS-only Organisations:** A Member Organisation of WAGGGS where all registered members belong only to WAGGGS.
- b) **WAGGGS-only Organisations Admitting Boys (WOABs):** A Member Organisation of WAGGGS where registered members are both female and male members and belong only to WAGGGS<sup>2</sup>.
- c) **Scout and Guide National Organisations (SAGNOs):** A Member Organisation of WAGGGS that is also a member of World Scouting (WOSM). Within SAGNOs, there may be different structures, for example SAGNOs that deliver Girl Guiding and Girl Scouting in co-educational settings in mixed units, SAGNOs that deliver Girl Guiding and Girl Scouting in single-sex settings or some that have a mix of both models.

WAGGGS respects each Member Organisation's choice of educational method, recognising that both single-sex and co-educational approaches offer valuable benefits. Male adult volunteers may support the governance and delivery of Girl Guiding and Girl Scouting in all Member Organisations.

All Member Organisations should ensure that members of Girl Guiding and Girl Scouting have influence in all aspects of the organisation and this should be reflected in national policies and constitutions.

## 4. Membership of Boys and Men in WAGGGS

This section sets out the approach to the membership of boys and men. The Girl Guiding and Girl Scouting Movement recognises the valuable contribution that boys and men make to delivering its Mission.

Boys and men may be involved in Member Organisations in a variety of ways, including:

- a) Men (aged 18 and over) may be included as adult members in Member Organisations to support the governance and delivery of Girl Guiding and Girl Scouting
- b) Boys (aged under 18) and men (aged 18 and over) can be members in WAGGGS-Only Organisations Admitting Boys (WOABs).
- c) Boys (aged under 18) who are members of a Member Organisation or Component Association that was accepted as a Member of WAGGGS and that registered boys (aged under 18) with WAGGGS before 1 January 2010 may continue to be registered as WAGGGS members, if the Member Organisation or Component Association wishes to do so.

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<sup>2</sup> Following a decision taken by the World Board in October 1998, no new WOABs can now be admitted to WAGGGS membership.

Boys and men who are members of Member Organisations can fully participate in World and Regional Conferences. Other events and opportunities may also be open to men who are involved in Member Organisations.

## 5. Membership Eligibility and Conditions

This section sets out the constitutional requirements for membership of WAGGGS, as defined in the WAGGGS Constitution and Bye-Laws, as well as additional membership requirements that are part of this Policy.

### 5.1. Eligibility for Membership, as set out in the Constitution and Bye-Laws

To be eligible for membership as a Full or Associate Member, a national organisation must, to the satisfaction of the WAGGGS World Board, meet all the following conditions, as set out in the WAGGGS Constitution and Bye-Laws sub-clause 10.1.2:

- a. Respect the historic legacy of the Girl Guide and Girl Scout Movement as expressed in the Fundamental Principles of the Movement (as set out in the WAGGGS Constitution and Bye Laws Article 4) and have a Promise and Law<sup>3</sup>, in wording approved by the World Board, which reflect the essential values of this legacy;
- b. Have a membership which is voluntary and open to all girls and young women<sup>4</sup> without distinction of creed, race, nationality, or any other circumstance;
- c. Be self-governing<sup>5</sup>, with freedom to formulate its policy and put it into practice<sup>6</sup>;
- d. Be independent of any political organisation and any political party;
- e. Adopt the method of the Girl Guide and Girl Scout Movement as prescribed by the Bye-Laws.

In addition, it is the duty of all Member Organisation to exercise its powers as a Member Organisation of WAGGGS in the way it decides in good faith would be most likely to further the purposes of WAGGGS, as set out in the WAGGGS Constitution and Bye-Laws, sub-clause 10.3

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<sup>3</sup> All Girl Guide/Girl Scout Associations that are members of WAGGGS have their Promise and Law approved by the World Board, as described in WAGGGS' Constitution and Bye-Laws, Article 10.1.2.1. If the text of a Promise and Law satisfies WAGGGS' requirements, this is recommended to the World Board for approval. A Promise and Law for each age group is assessed according to whether it incorporates the fundamental principles of WAGGGS as captured in the original Promise and Law.

<sup>4</sup> A Member Organisation may have a faith-based ethos. However, membership, programme participation, progression and leadership opportunities must remain open to all girls and young women, and no compulsory religious observance may be imposed.

<sup>5</sup> The co-operation of a Member Organisation with its Government or a religious organisation, should not conflict with WAGGGS Constitution and Bye-Laws. The receipt of support and assistance from the Government and other authorities will not be considered contrary to the principle of "self- government", unless conditions attached to the receipt of such help affect the freedom of the Member Organisation. The situation of each Member Organisation in relation to the definition of self-government will be considered individually and assessed by the WAGGGS Global Team if a concern is raised.

<sup>6</sup> This should include the freedom to plan its programme, determine its administration, appoint its officers, determine its financial policy and accept and carry out its responsibilities as a Member of WAGGGS.

## 5.2 Conditions of Membership, as set out in the Constitution and Bye-Laws

To be eligible for membership on an ongoing basis, a national organisation must also be able to demonstrate fulfilment of the following conditions, as set out in the WAGGGS Constitution and Bye-Laws Article sub-clause 10.9:

- a) demonstrate adherence to the conditions of membership as set out in WAGGGS Constitution and Bye-Laws sub-clause 10.1.2 and sub-clause 10.9.1
- b) have a constitution incorporating the conditions of membership as set out in the WAGGGS Constitution and Bye-Laws and other requirements suited to its needs, which must be approved by the World Board and re-submitted for approval whenever it is being amended
- c) apply its funds and assets for the implementation of the objects and not for the profit of any person
- d) adopt a name including Girl Guide or Girl Scout, or other suitable name approved by the World Board, and adopt the method of the Girl Guide and Girl Scout Movement<sup>7</sup>
- e) subject to and in accordance with the requirements relating to copyright/Intellectual Property Rights as prescribed by the World Board, adopt the Trefoil in its badge
- f) be an organisation, suited to the needs of the country and its members, with:
  - a. a responsible central body truly representative of all Girl Guiding/Girl Scouting within the country
  - b. a programme using the method of the Girl Guide/Girl Scout Movement, as set out in the Bye-Laws, and designed to meet the needs of girls and young women of different age groups, adequate leadership and a suitable training programme
  - c. sound policies and plans for continuing development, administration and finance, based on continuing self-evaluation
- g) carry its share of responsibility as a Member Organisation including participation in the regional way of work as set out in the Constitution
- h) pay annually to WAGGGS the membership fee agreed in advance by the World Conference. Appropriate membership fees will be payable annually commencing 1 January in the year following admission to membership.

As per WAGGGS Constitution and Bye-Laws, sub-clause 10.9.2, an Associate Member must demonstrate it fulfils the conditions above, except that in relation to sub-clause 10.9.1(f) it is less well developed.

## 5.3 Expectations of Membership, as set out in this Membership Policy

In addition to the above constitutional requirements of membership, Member Organisations are also expected to adhere to the following membership expectations as set out below:

### Organisational Identity

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<sup>7</sup> Member Organisations with a sectarian name may be accepted into membership of WAGGGS if they are open to all (adhering to WAGGGS Constitution Article 10.1.2.3) through their constitution/ governing documents and providing all other membership requirements/conditions are met.

- Always act in a way that is in line with WAGGGS's Values and protects the reputation of the Girl Guiding and Girl Scouting Movement
- Adhere to WAGGGS brand guidelines, including use of the logo and Trefoil
- Promote solidarity across the Movement, including by participating in World Thinking Day and other initiatives, by sharing good practice and by connecting and exchanging with other Member Organisations and the WAGGGS Global Team.

### **Organisational Structure and Management**

- Operate in line with their constitution and any other governing documents and review their governance arrangements at least every five years, with any amendments to their constitution being submitted to WAGGGS for approval
- Comply with the conditions of any agreements or contracts they enter into with WAGGGS, including, but not limited to, grants, funded programmes and events
- Ensure organisational integrity by complying with all relevant legislation and regulations and having their annual financial statements independently reviewed (which can be sourced on a pro-bono basis)
- Ensure organisational sustainability by maintaining strategic and operational plans for long-term viability, including financial stability and membership growth
- Implement the decisions of the World Board and the World Conference and adhere to all WAGGGS policies which relate to Member Organisations,
- Maintain accurate membership data and submit membership information to WAGGGS whenever it is formally requested
- Respond in a timely manner to surveys, evaluations and consultations from the WAGGGS Global Team to support decision making
- Participate in decision making by preparing and sending delegates (able to engage in one of the official languages of WAGGGS) to represent the Member Organisation at events including World and Regional Conferences and related consultation sessions
- Contribute good practice and accept assistance offered by the WAGGGS Global Team and/or other Member Organisations where appropriate
- Maintain regular contact with their Regional Team and inform WAGGGS promptly of any major changes affecting their ability to operate or to engage with WAGGGS, including any change in key governance personnel

### **Safe Space for All**

- Prioritise safeguarding and implement a safeguarding/child protection policy that creates safe spaces for all members and is actively put into practice

### **Young People in Girl Guiding and Girl Scouting**

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- Offer a relevant programme, that considers social impact and provides young people with opportunities to explore local and global issues and act in their communities
- Encourage meaningful youth participation, ensuring young members under 30 are represented in governance and leadership structures at local and national levels
- Share WAGGGS opportunities with all members using fair and transparent selection processes

### **Adults in Girl Guiding and Girl Scouting**

- Share WAGGGS opportunities with all members using fair and transparent selection processes
- Offer a relevant programme of learning and development for adults that includes support and training for volunteers, especially those in leadership and governance roles
- Have in place a volunteer structure and processes for supporting and managing volunteers that are fit for purpose

### **5.4 Change of Entity of a Member Organisation**

Membership of WAGGGS cannot be transferred to anyone else, as set out in the WAGGGS Constitution and Bye-Laws, article 10.2.

If a change occurs that affects the entity of a Member Organisation of WAGGGS (for example, the Component Associations of a Federation merge into one organisation), the entity that emerges from the change shall replace the former Member. Any change of entity is subject to assessment by the World Board (or delegated body). Upon acceptance, it assumes the new entity immediately. The World Board submits the change of entity for ratification only by Full Members at the next World Conference, as set out in the WAGGGS Constitution and Bye-Laws, Bye-Laws 2.11 and 2.12.

If a Member Organisation is intending to change entity, the WAGGGS Global Team should be advised at the earliest opportunity. Since changes can vary, guidance may be needed regarding the process to be undertaken. Once the Member Organisation has made all relevant changes, its Constitution should be submitted to the World Board (or delegated body) for approval.

## **6. Federations**

This section outlines composition and procedures relating to the membership of Federations.

WAGGGS is built on the principle of one Member Organisation per country or territory, as per the WAGGGS Constitution and Bye-Laws. A Member Organisation usually consists of one single association but in some instances, multiple associations or groups – known as Component Associations - may form a Federation, which is the Member Organisation of WAGGGS.

As set out in the WAGGGS Constitution and Bye-Laws, sub-clause 10.1.3.3, a Member Organisation can include multiple associations providing each one:

- accepts and follows WAGGGS membership conditions
- agrees to work together as one Member Organisation to benefit the maximum number of girls and young women

When applying for membership, a Federation's governing document must stipulate that the members of the Federation must comply with the conditions of WAGGGS membership. There must also be provision in its governing document and practical evidence of national democratic processes and cooperation within the Federation.

The Federation is responsible for paying WAGGGS membership fees and acts as the main point of contact with WAGGGS. WAGGGS may also share programmes and initiatives directly with Component Associations, but it is the Federation's duty to ensure clear communication throughout the Federation. Member Organisations may request a change in their entity to create or disband a Federation.

If a new Component Association wants to join an existing Federation, the existing Federation is responsible for ensuring that the new Component Association meets WAGGGS membership conditions. Once this has been confirmed, the Federation should notify WAGGGS so the new Component Association can be formally recognised as a member of the Federation.

In countries or territories without a WAGGGS Member Organisation, any existing associations or groups are encouraged to merge into one organisation before applying for membership of WAGGGS. However, if the associations or groups and WAGGGS agree that a Federation structure is more appropriate for their context, WAGGGS will support the creation of a Federation.

It is the responsibility of the Federation to ensure that all their Component Associations are in compliance with the conditions of WAGGGS membership and if non-compliance is identified, the Federation must take appropriate action, as necessary, to bring the Component Association back into compliance. WAGGGS will be available to advise and support the Federation in this process. Failure to do so may result in the suspension and/or termination of the Federation from WAGGGS membership.

WAGGGS will ensure every effort is made to strengthen the position and potential of WAGGGS's members within a Federation.

## 7. Membership rights, responsibilities and privileges

This section outlines the rights and privileges of Member Organisations. While rights are guaranteed in the WAGGGS Constitution and Bye-Laws, privileges are discretionary benefits that may change or be limited if obligations are not met.

### 7.1 Membership rights, responsibilities and privileges, as set out in the Constitution and Bye-Laws

The rights, responsibilities and privileges of Member Organisations set out below are established in the WAGGGS Constitution and Bye-Laws (Article 10.10) and cannot be withdrawn, except through due process.

It is the right, responsibility and privilege of all Member Organisations (both Associate Members and Full Members), without limitation, to:

- a) maintain the conditions of membership as set out in sub-clauses 10.1.2 and 10.9
- b) take part in the World Conference and the respective Regional Conferences, and exercise such voting rights as are appropriate to their category of membership;
- c) contribute to the policy of WAGGGS formulated by the World Board;
- d) nominate persons to serve on the World Board pursuant to clause 14;
- e) nominate persons from within their Region to serve on the Regional Committees subject to clause 14;

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- f) submit names of persons for possible appointment to committees;
- g) promote World Thinking Day and World Thinking Day Contributions;
- h) take part in gatherings of WAGGGS;
- i) support and use the World Centres;
- j) support and use the services of the World Bureau and, if established, their Regional Office as defined in the Bye-Laws;
- k) receive publications and documents issued by the World Bureau,

to consider:

- l) proposed amendments to the WAGGGS Constitution and the Bye-Laws,

to vote upon:

- m) the Triennial Report and other reports presented by the World Board;
- n) invitations received from Full Members to act as host to the World Conference.

In addition to these, Full Members have the following additional rights, responsibilities and privileges, to:

- a) ratify approval by the World Board of Member Organisations pursuant to sub-clause 10.1.4;
- b) recognise Associate Members as Full Members of WAGGGS pursuant to sub-clause 10.1.4; 25
- c) elect persons to serve on the World Board as Elected Trustees in accordance with sub-clause 14.1.1;
- d) elect persons from within their Region to serve on the Regional Committee;
- e) vote upon the adoption of the audited balance sheet and accounts, and the general financial policy and plans of WAGGGS pursuant to subclause 11.4.4.7;
- f) submit invitations to act as host to meetings of the World Conference;
- g) to participate fully in the life and work of WAGGGS.

### 7.2 Additional membership privileges, as set out in this Policy

WAGGGS offers a wide range of opportunities for Member Organisations, designed to build connection, strengthen capacity and ensure a thriving global Movement. These membership privileges are grouped into four key areas:

#### **Strategic Influence**

- Take part in consultations on WAGGGS' vision, strategy and Regional Triennial Action Plans
- Actively contribute to shaping the future of the Movement through participating in governance events

#### **Learning and Leadership Development**

- Access to resources, non-formal curricula, training, events and guidance to support the delivery high-quality Girl Guiding and Girl Scouting.

- Connect and share with other Member Organisations through events and on Campfire, our online platform.

### **Membership Support and Opportunities**

- Opportunities to apply for grants, funding, and other financial support
- Opportunities to request tailored support from the WAGGGS Capacity Building Team on a wide range of areas
- Opportunities for adult and youth members to visit WAGGGS World Centres
- Opportunities to nominate adult and youth members to participate in WAGGGS programme

### **Recognition and Visibility**

- Use of the WAGGGS brand, including the Trefoil, in line with communications and brand guidelines.
- Support to raise your organisation's national profile - through recognition of membership status, stakeholder engagement, and facilitating partnerships.

These privileges may change from time to time. They may also be limited to specific Member Organisations (for example due to funding requirements) or be withheld (for example if a Member Organisation does not meet specific requirements).

## **8. Ongoing Monitoring of Compliance with WAGGGS Membership Conditions**

This section explains how Member Organisations' compliance with WAGGGS' membership conditions are assessed and upheld over time.

### **8.1 Monitoring**

Member Organisations maintain their membership by continuously fulfilling the conditions in Section 5. The WAGGGS Global Team monitors this through:

- Annual submission of membership census data.
- Annual payment of WAGGGS membership fees.
- Engagement with Member Organisations by Regional Committees and staff
- Regular communication and reporting on governance and strategic matters.
- The results of self-assessments completed by the Member Organisation, including but not limited to, the WAGGGS Capacity Assessment Tool (CAT).

### **8.2 Guidance and Support**

WAGGGS provides guidance and resources to help Member Organisations meet and maintain these standards, including tools for strategic planning, volunteer management, adult learning and development, youth programmes, meaningful youth participation, safeguarding and self-assessment. Self-assessment is supported through the Capacity Assessment Tool (CAT), which helps Member Organisations identify development needs and request support from WAGGGS where required.

## 9. Failure to Meet Conditions of Membership and/or adhere to the Membership Policy

This section outlines what happens if it is found that a Member Organisation is not complying with the conditions of membership, as set out in the WAGGGS Constitution and Bye-Laws or the requirements of this Membership Policy.

### 9.1 Investigating potential non-compliance

If a Member Organisation is found not to be meeting the membership rights, responsibilities and privileges as set out in Article 10.10 of the WAGGGS Constitution and Bye-Laws, and the membership requirements set out in this policy in section 5.3, the relevant Regional Committee will investigate the situation and take appropriate action. Usually, the next step would be to notify the Member Organisation that they will be put in a Concern and Support period, and they are expected to work with the WAGGGS Global Team (usually via the Regional Committee) and take proactive steps to address concerns.

In some cases, the Regional Committee will recommend to the World Board that an automatic suspension should be imposed on the Member Organisation. These may include, but not be limited, to:

- cases where a Member Organisation has failed to pay its membership fees for a period of two full years and does not have a repayment plan in place, as set out in the WAGGGS Membership Fee Policy;
- cases where the actions of a Member Organisation have brought, or have the potential to bring, the reputation of WAGGGS and the Girl Guiding and Girl Scouting Movement into disrepute.
- cases of significant negligence, where the actions or inaction of a Member Organisation have brought, or have the potential to bring, significant harm. This could be in relation to a range of areas, including, but not limited to, safeguarding and child protection, health and safety, data protection etc.

These procedures ensure that Member Organisations are given support and a fair opportunity to return to compliance before any sanctions are applied.

### 9.2 Concern and Support Period (pre-suspension)

When a Member Organisation no longer meets the Membership Conditions in the Constitution and Bye-Laws and/or the WAGGGS Membership Policy, the following procedure will apply.

The Member Organisation and the World Board will be notified in writing, normally via the Regional Committee Chair or Head of Membership and Regional Support, of the concern, the possibility of suspension and any potential sanctions.

The WAGGGS Global Team will work with the Member Organisation for up to two years, providing guidance and support to meet specific targets towards compliance. This period is known as the 'Concern

and Support Period'. Where offered, the Member Organisation must accept support from the WAGGGS Global Team and engage in the process.

At the end of this two-year period, the WAGGGS Global Team will review the Member Organisation's compliance and the effectiveness of the support provided to assess whether the Member Organisation is now in compliance. The review may result in one of the following outcomes:

- a) The Member Organisation is now fully compliant -the Member Organisation is notified in writing the Concern and Support Period is complete; or
- b) The Member Organisation has made progress towards compliance / agreed targets but is not fully compliant – the Member Organisations is notified in writing that the Concerns and Support Period will be renewed, up to a maximum of two additional years; or
- c) The Member Organisation has made insufficient progress towards compliance / agreed targets – the Member Organisation is notified that suspension of their Membership will be recommended to the World Board as soon as the notification is sent.

If, six months after receiving the initial notification, informing the Member Organisation about the concern and the possibility of suspension, a Member Organisation does not engage with the WAGGGS Global Team, they will be notified that the option to engage in the Concern and Support Period will only remain available for a further six months. If a Member Organisation fails to engage during this initial one-year period, and there are no mitigating circumstances, the Member Organisation will be notified that suspension of their Membership will be recommended to the World Board as soon as the notification is sent.

At all stages, external or mitigating factors, such as economic or political circumstances or natural disasters, will be taken into account by the World Board.

### **9.3 Suspension Period**

The decision to suspend a Member Organisation is determined by the World Board, following the recommendation of the Regional Committee, as set out in the WAGGGS Constitution and Bye-Laws, sub-clause 10.4.4. Mitigating factors, such as external economic or political circumstances or natural disasters, will be considered. The World Board will issue a formal suspension notice to the Member Organisation, including an explanation of the reason for suspension. All Member Organisations will be notified of the suspension.

The WAGGGS Global Team will work with the suspended Member Organisation for up to two years, providing guidance and support to address the concerns raised. The Member Organisation is expected to actively engage with the WAGGGS Global Team and accept support offered during this period.

Any suspended Member Organisation will be required to continue to pay WAGGGS membership fees, during the suspension period.

## 9.4 Sanctions during suspension

When a Member Organisation is under suspension, the following sanctions will apply, usually with immediate effect:

- Withdrawal of financial assistance and support, including Regional and “Friends” funds.
- Loss of entitlement to attend, vote or participate in World and Regional Conferences (in person, online, or through written resolutions).
- Exclusion from participation in WAGGGS events and programmes (except those specifically targeted at suspended Member Organisations).
- Prohibition from representing WAGGGS externally.
- Loss of eligibility for new grants. Allocated funded programme grants may also be discontinued.
- Loss of eligibility to nominate candidates for any WAGGGS role (World Board, Regional Committees, or other governance structures).

WAGGGS Trustees (World Board members) or committee members from suspended Member Organisations may complete their term of office. However, if the membership of their Member Organisation is cancelled, they must resign in accordance with WAGGGS Constitution and Bye-Laws, sub-clause 16.1.8. Operational volunteers also must resign their roles if their Member Organisation’s membership has been cancelled.

## 9.5 Review of suspension period

The suspension of a Member Organisation imposed by the World Board will usually be reviewed within 12 months. Suspension may be lifted earlier by the World Board, on the recommendation of the relevant Regional Committee, if the Member Organisation rectifies the issues identified.

The WAGGGS Global Team will monitor progress and at the end of the suspension period will provide a recommendation to the World Board to either:

- a) Lift the suspension, if the Member Organisation has addressed the concerns;
- b) Extend the suspension for a further defined period, if significant progress has been made but some issues remain; or
- c) Recommend cancellation of membership to the next World Conference, as set out in the WAGGGS Constitution and Bye-Laws, sub-clause 10.4.5.

## 10. Membership Termination and Re-admission

This section sets out how membership of WAGGGS can be terminated, either by resignation or cancellation and outlines the process for consideration of re-admission. A Member Organisation which, for any reason, ceases to be will no longer be entitled to the privileges of Membership as set out in the Constitution and Bye-Laws and in this Membership Policy, nor to benefit from opportunities offered by WAGGGS to its Members.

### **10. 1 Resignation of Membership**

A Member Organisation resigns its membership of WAGGGS if those with proper authority send a formal letter or email to the World Board to this effect. The World Board will acknowledge receipt, and resignation takes immediate effect upon receipt, as set out in the WAGGGS Constitution and Bye-Laws, sub-clause 10.4.1. The resignation shall be reported to the next Regional and World Conferences. As good practice, the WAGGGS Global Team will offer support or explore alternatives before formal resignation is tendered to the World Board.

### **10. 2 Removal of Membership**

Removal of a Member Organisation's membership of WAGGGS may only be decided by the World Conference, upon recommendation from the World Board. The World Board may recommend cancellation if a Member Organisation fails to recover following a suspension period. The World Board will report on this to all Member Organisations ahead of the World Conference, including a full account of support measures provided. The Member Organisation in question may provide a statement for consideration by the World Conference. The World Conference will decide on cancellation, which requires a 75% majority vote in favour of all Full Members present and voting, as set out in the WAGGGS Constitution and Bye-Laws, sub-clause 10.4.4.

Member Organisations have the right to ask for re-consideration of a decision to terminate once only, through the World Board, to the next World Conference. Appeals must be supported by new evidence of compliance.

### **10. 3 Re-admission to Membership**

A former Member Organisation may apply for re-admission to WAGGGS as either an Associate or Full Member, in accordance with WAGGGS Constitution and Bye-Laws, sub-clause 10.5, a.

Applications must be submitted in a format approved by the World Board.