



WAGGGS

Membership Policy

“The object of WAGGGS is to further the aims of the Girl Guide/Girl Scout Movement by providing girls and young women with opportunities for self-development through leadership, responsible citizenship and service in their own and world communities.” (WAGGGS Constitution, Article 3.1)

WAGGGS policies fall into three main categories.

Constitutional governance policies

Decided by the World Conference: handle fundamental issues of mission, vision, values, strategy and priorities of the Movement.

World Board governance policies

Decided by the World Board: handle the specific governance responsibilities of WAGGGS Global Team and provide guidance for the implementation of the strategy of the organisation. Putting into practice the overall policy and strategy of WAGGGS; connecting and integrating activities and services to achieve the mission, vision and strategy.

Functional policies

Decided by the World Board and/or Chief Executive, as appropriate: handle major functional operations, provide the next level of detail to guide the work and are developed by the relevant groups working in functional areas.

This is a: World Board governance policy and it applies to: any existing or potential Member Organisation/Component Association of WAGGGS.

This version was approved by the World Board, 02/20 (W.B. 4908d)

Next review – no later than 02/23

Previous versions (these are revoked upon the approval of this policy):

Membership Policy - approved by the World Board by ballot in February 2016

Suspension and Cancellation Policy (W.B.3378) approved by the World Board in November 2006

Related Membership Issues - approved by the World Board in 2011

Federations' Policy - approved by the World Board in 2014.

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Please also refer to:

WAGGGS Constitution and Bye-Laws;

WAGGGS Federations Policy & Guidelines;

WAGGGS Co-educational Guidelines;

WAGGGS Safeguarding and Child Protection Policy.

1. Policy Statement

WAGGGS works to achieve its mission primarily through its Member Organisations. By having a comprehensive, transparent and consistent approach to membership, WAGGGS ensures all members are aware of the requirements, rights, privileges and responsibilities relating to being a member of WAGGGS, thus creating a united, stronger and more effective Movement.

2. Background

2.1 This document applies to all existing Member Organisations of WAGGGS. Potential Member Organisations seeking membership of WAGGGS would need to meet all the requirements set out in this policy before being recommended for membership to the World Conference.

2.2 WAGGGS staff and volunteers working with Member Organisations or Potential Membership Organisations should ensure that Potential Member Organisations have seen and understood this policy throughout the membership process and that Member Organisations are made aware of any changes.

2.3 Please refer to the WAGGGS Constitution and Bye Laws, which can be found on the WAGGGS website.

3. Definitions

In this document, the following words are used:

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

Corporate body / incorporated organisation = A corporate body is an organisation or group of persons that is identified by a particular name, and that acts, or may act as an entity. Typical examples of corporate bodies are associations, government agencies, religious bodies, local churches, and conferences. An incorporated organisation protects owners from liabilities they might incur from running the organisation while an unincorporated business does not. If the business defaults on a debt, payment for that debt must come from the investment in the organisation, not the organisation owner's personal property.

Component Association (CA) = Some Member Organisations are made up of a Federation of Component Associations. Each of the Component Associations has to comply with the criteria laid down in the WAGGGS Constitution and in this policy.

Federation = A National Organisation comprised of two or more Component Associations.

Global Team = a term to describe individuals appointed by WAGGGS who are carrying out a role on behalf of WAGGGS, either in a volunteer or staff capacity.

Joint National Organisation = Joint National Organisations are SAGNOs that provide a programme in a single-sex setting. In this type of organisation girls and women are in a separate units from boys and men. The girls and women have girls-only groups with their own programme.

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member (non-capitalised) = an individual (usually a girl or a woman aged 18+) who is a member of a national organisation.

Member/Member Organisation (MO) = a National Organisation that has achieved Membership of WAGGGS.

Membership = membership as Member of WAGGGS referring to a National Organisation.

Merged National Organisation = They are SAGNOs that provide a programme in a co-educational setting, where males and females are in mixed units.

National Organisation = National Organisation means a Girl Guide/Girl Scout or combined Girl Guide/Girl Scout/Scout Organisation in a country, which is composed either of one Association or of different Associations (known as component associations) or groups. 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 (PMO) = a Girl Guiding / Girl Scouting association from a country that is not yet a Member of WAGGGS and is seeking membership.

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

Safeguarding = safeguarding is the responsibility that an organisation has to ensure that their employees and volunteers, partners, vendors, operations and programmes do no harm to children, young people or vulnerable adults (together referred to as 'vulnerable people' under this policy); that they do not expose them to the risk of discrimination, neglect, harm and abuse; and that any concerns the organisation has about the safety of vulnerable people within the communities in which they work, are dealt with and reported to the appropriate authorities. Safeguarding is also the responsibility that the organisation has for protecting its employees and volunteers when they are vulnerable, for example, when ill or at risk of harm or abuse.

Safeguarding Policy = A safeguarding policy is a statement that makes it clear what actions an organisation or group will take to keep vulnerable people safe. It is also to help ensure that employees, volunteers and other representatives are protected.

SAGNO (Scout and Guide National Organisations) = A traditional term used to describe National Organisations where females are members of WAGGGS and males are members of WOSM. Within the SAGNO model, there are two distinct structures offering different educational methods; co-educational and single sex. These are known respectively as Merged National Organisations and Joint National Organisations. There are also SAGNOs that practice various combinations of the two approaches. These would simply be referred to as SAGNOs.

WOAB (WAGGGS only Associations admitting Boys) = National Organisations in which all males are members of WAGGGS.

World Board = the charity trustees of WAGGGS.

WOSM = World Organisation of the Scouting Movement.

Please also refer to the Appendix for further clarifications relating to membership issues.

4. Achieving WAGGGS' Mission

Our Mission is: *To enable girls and young women to develop their fullest potential as responsible citizens of the world*

4.1 Achieving WAGGGS' Mission Outside Member Organisations

WAGGGS works in different ways to achieve its mission to enable girls and young women to develop their fullest potential as responsible citizens of the world. WAGGGS works primarily through its Member Organisations. Where a Member Organisation does not exist in a country or where the Member Organisation lacks the resources to reach out to girls and young women, WAGGGS may work with the girls and young women of that country directly. This is usually done by primarily, although not limited to, providing consultation and resources for organisational capacity development, and the development of the Girl Guide/Girl Scout Experience through WAGGGS educational method.

4.2 Achieving WAGGGS' Mission through Member Organisations

Membership of WAGGGS is defined in article 10 of the Constitution and Bye-Law II, Membership.

By becoming a Member of WAGGGS, Member Organisations agree to support WAGGGS to deliver its mission. This can be delivered in different ways as a Member Organisation may be an individual National Organisation or a Federation of Component Associations; have only female members or be a Co-educational organisation.

5. Membership in WAGGGS

5.1 Eligibility (10.1.1 in the WAGGGS Constitution and Bye-Laws) - Membership of WAGGGS is open to any National Organisation which fulfils, to the satisfaction of the World Board, the conditions of membership set out in WAGGGS Constitution and Bye-Laws and which, by applying for membership, has indicated its agreement to become a Member Organisation and acceptance of the duty of members set out in sub-clause 10.3 of WAGGGS Constitution (Section 11. WAGGGS Membership Rights, Responsibilities and Privileges of this policy).

5.2 A Member Organisation may be a corporate body, or an organisation which is not incorporated. It is not possible for individual members of Membership Organisations to be Members of WAGGGS (10.1.1 in the WAGGGS Constitution and Bye-Laws). This means that Membership of WAGGGS can only be granted to Organisations, not individuals. Individuals can participate in WAGGGS member activities and events through being members of their National Association, if the latter has achieved membership of WAGGGS.

As outlined in the WAGGGS Constitution & Bye Laws (Bye-Law II, subclauses 2.14, 2.15 and 2.16) in certain circumstances, however, groups of girls and young women who are Girl Guides/Girl Scouts or prospective Girl Guides/Girl Scouts may become part of WAGGGS either:

- a) by affiliation through a Member Organisation outside the country of their residence, provided that they have the approval of the Hostess Member Organisation if one exists, or if not, the approval of all Member Organisations which may be concerned; or
- b) by direct registration through the World Bureau if their affiliation through a recognised Member Organisation has proved impossible or inappropriate. Such groups are known as Registered Units.

Guidance concerning the application of the above mentioned subclauses shall be given by the World Board. Should any difficulties arise which cannot be settled by the parties concerned, the matter shall be referred to the World Board.

5.3 The World Board has adopted this Membership Policy as guidance for Membership in WAGGGS. The criteria for Membership detailed in this document reflect the requirement to deliver quality Girl Guiding/Girl Scouting as part of the Girl Guiding and Girl Scouting Movement. Each Member Organisation has individual members who subscribe to the Promise and Law and the principles of Girl Guiding/Girl Scouting, as formulated by each Member Organisation and approved by the World Board.

5.4 WAGGGS supports Member Organisations to fulfil the criteria for Membership. The fulfilment of the Membership criteria for Potential Member Organisations is assessed through a process determined by WAGGGS.

6. Potential Member Organisations

Whenever viable, WAGGGS will support the development of Girl Guiding/Girl Scouting in countries where presently there are no Member Organisations in order to offer more girls and young women the opportunities to be Girl Guides/Girl Scouts as part of a World Association. The decision on viability will be made by members of the WAGGGS Global Team responsible for working with Potential Member Organisations. Viability, the decision to work in a new country, is based on several factors which affect the prospect of building a functional organisation such as the assessment of potential for Girl Guiding/Girl Scouting in the country, safety and security, political and economic conditions, social and cultural environment, the prospect of building a functional organisation, resources available within WAGGGS at the time, etc.

Potential Member Organisations that are Co-educational become a member of WAGGGS by fulfilling the membership criteria and enrolling their girls and young women only, when being accepted (by ratification) as Members at the World Conference. Boys in Co-educational organisations can still benefit from their National Organisation being a member of WAGGGS (for instance through taking part in WAGGGS programmes and participating in some events).

Potential Member Organisations which accept the conditions of membership of WAGGGS as defined in this policy and are actively working towards such Membership may be granted the status of Potential Member Organisation by the World Board. The parties shall agree upon a joint plan, with a time-table, to prepare for application for Membership to WAGGGS. A commitment to Girl Guiding/Girl Scouting must be expressed either through the formation of a National Girl Guiding/Girl Scouting organisation or by an existing organisation stating formally that it means to apply for membership in WAGGGS. The joint plan shall stipulate what the organisation needs to achieve and how WAGGGS commits to support the organisation in its work.

When initiating a working relationship with a Potential Member Organisation, both WAGGGS and the organisation promise to commit to doing their best to achieve the joint goals agreed upon. Exceptions to the timetable or the joint plan for attaining Membership may be considered on a case-by-case basis by the World Board.

If a Potential Member Organisation does not meet the requirements of Membership within the agreed timeframe WAGGGS or the Potential Member Organisation may suspend the work.

7. Becoming a Member Organisation

To become a Member Organisation of WAGGGS, the Potential Member Organisation must:

- A. Fulfil the requirements set out in WAGGGS' Constitution (sub-clauses 10.1.2 and 10.9) and Bye-Laws II Membership, as specified below in section 8. WAGGGS Conditions of Membership.
- B. Be functioning as an organisation fulfilling the WAGGGS Conditions of Membership (outlined in section 8 of this policy).
- C. Agree with WAGGGS and implement a plan for on-going organisational development and growth, which includes membership targets, covering at least up to two years after the organisation is granted membership in WAGGGS, to ensure long-term results.
- D. Undergo the two-step admission process as outlined in article 10.1.4 in the WAGGGS Constitution.

There can be times when a Member Organisation, due to local conditions, is not able to meet all criteria specified in this Policy. As specified below, some but not all of the criteria in this policy are constitutional. Requests for exceptions will be considered on a case-by-case basis by the World Board and may be granted if not in conflict with the Constitution and Bye-Laws.

8. WAGGGS Conditions of Membership

8.1 Eligibility

Membership of WAGGGS is open to any National Organisation which fulfils, to the satisfaction of the World Board, the conditions of membership set out in sub-clauses 10.1.2 and 10.9 below, and which, by applying for membership, has indicated its agreement to become a Member Organisation and acceptance of the duty of members set out in sub-clause 10.3 of this clause.

A Member Organisation may be a corporate body, or an organisation which is not incorporated. It is not possible for individual members of Membership Organisations to be members of WAGGGS.

8.2 Constitutional Conditions

Some conditions of membership are outlined in subclauses 10.1.2, 10.1.3 and 10.9 of the WAGGGS Constitution and Bye-Law II, Membership.

Subclause 10.1.2

Subject to (the further conditions of membership established in) sub-clause 10.1.3, admittance as a Member Organisation of WAGGGS is open to any National Organisation which:

- Respects the historic legacy of the Girl Guide/Girl Scout Movement as expressed in the Fundamental Principles and has a promise and law, in wording approved by the World Board, which reflect the essential values of this legacy;
- Adopts the method of the Girl Guide/Girl Scout Movement as prescribed by the WAGGGS Bye-Laws;
- Has a membership which is:
 - (a) voluntary;
 - (b) open to all girls and young women without distinction of creed, race, nationality, or any other circumstance;
- Is self-governing, with freedom to formulate its policy and put it into practice
- Is independent of any political Organisation and any political party;
- Applies to WAGGGS in the form required by the World Board; and
- Subject to ratification by the Full Members meeting at the next World Conference, is approved by the World Board.

Conditions of membership specific to the different categories of Member Organisation are set out at sub-clause 10.9 below.

Subclause 10.1.3

10.1.3.1 Only National Organisations as a whole can become Member Organisations. Therefore, only one Member Organisation only can be recognised in any one country.

10.1.3.2 Only National Organisations of Girl Guides/Girl Scouts and National Organisations comprising both Girl Guides/Girl Scouts and Scouts can become Member Organisations.

10.1.3.3A Member Organisation may comprise different Associations or groups, provided that the Member Organisation ensures that each Association or group:

(a) accepts and adheres to the conditions of membership as set out in sub-clauses 10.1.2 and 10.9;

(b) agrees to co-operate with other component association/s (meaning an Association which together with one or more other Associations forms a National Organisation) or group/s and together to constitute the single Member Organisation in order that the maximum number of girls and young women shall benefit from membership of WAGGGS.

Subclause 10.9 - Conditions of membership relating to categories of membership

10.9.1 A Full Member is a Member Organisation working in the true spirit of the Girl Guide/Girl Scout Movement, which shall:

- A. demonstrate adherence to the conditions of membership as set out in sub-clause 10.1.2 (above) and this sub-clause 10.9.1;
- B. have a constitution incorporating the conditions of membership as set out in sub clause 10.1.2 and this sub-clause 10.9.1 and other requirements suited to its needs, which shall be submitted to and 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/Girl Scout or other suitable name approved by the World Board and adopt the method of the Girl Guide/Girl Scout Movement;
- 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. have an organisation suited to the needs of the country and national in its operation, with:
 - a responsible central body truly representative of all Girl Guiding / Girl Scouting within the country;
 - a programme using the method of the Girl Guide/Girl Scout Movement and designed to meet the needs of girls and young women of different age groups, adequate leadership and a suitable training programme;
 - 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.

10.9.2 An Associate Member is a National Organisation which fulfils the conditions at sub-clause 10.9.1 except that in relation to sub-clause 10.9.1(f) it is less well developed.

8.3 Further Conditions

Further to the conditions set out in the WAGGGS Constitution & Bye-Laws, this policy requires member organisations to:

- A. Abide by the Constitution and Bye-Laws of WAGGGS (subclause 10.1.3);
- B. Implement the decisions of the World Board and the World Conference;
- C. Have a Safeguarding Policy to protect vulnerable people with whom they work from harm;
- D. Prepare delegates fully, to represent the National Organisation at World and Regional Conferences and to vote on matters as defined in the Constitution of WAGGGS.
- E. Ensure the association has a fit for purpose volunteer structure, and volunteer management systems and processes in place that are implemented consistently and reviewed on a regular basis.
- F. Have a structure which includes but is not limited to:
 - i. a plan to achieve sustained growth in membership including retention of current members and recruitment of new members;
 - ii. the association considers social impact in its strategic plan and the programme includes opportunities for young people to explore both local and global issues and take action in the community;
 - iii. financial planning and management to provide for financial stability and a sufficient income to meet annual expenditures, including WAGGGS' membership fee payment and other related contributions and expenses such as attending World and Regional Conferences;
 - iv. to have all financial statements independently audited (this does not require incurring an expense if it can be sourced on some pro-bono basis);
- G. To qualify as a Member Organisation, the Member must also have a structure with the capacity to make sound policies and national plans for continuing development, administration and finance based on continuing self-evaluation including long term planning, development of programme and membership growth and retention.

A Member Organisation which does not meet these requirements must accept active support from WAGGGS. Failure to do so may result in the suspension and cancellation from WAGGGS Membership (see section 12 of this policy on Termination).

9. Procedure for Membership

WAGGGS follows a two-stage admission procedure (outlined in subclause 10.1.4 of the WAGGGS Constitution & Bye-Laws). The World Board shall consider applications for membership in the first instance.

10.1.4.1

The World Board:

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- A. may require applications for membership to be made in any reasonable way that they decide;
- B. may refuse an application for membership if they believe that it is in the best interests of WAGGGS for them to do so;
- C. shall, if they decide to refuse an application for membership, give the applicant their reasons for doing so, as soon as possible and no later than 90 days of the decision being taken, and give the applicant the opportunity to appeal against the refusal in accordance with such policies and procedures created pursuant to the Bye-Laws as shall be in force from time to time; and
- D. shall give fair consideration to any such appeal, and shall inform the applicant of their decision, but any decision to confirm refusal of that application for membership shall be final.

10.1.4.2

If applications for admission to membership are approved by the World Board, the applications shall be considered for admission to membership by the World Conference. Membership shall only be effective on ratification of admission by the Full Members meeting at the next World Conference decided on a 75% majority of votes cast by Full Members at a World Conference.

10.1.4.3

The two-stage admission procedure set out in sub-clauses 10.1.4.1 and 10.1.4.2 shall also apply to Associate Members wishing to become Full Members and changes affecting the entity of Member Organisations as regulated by the Bye-Laws.

10.1.4.4

Where the requirements for Full Membership are met, a new Member Organisation may be admitted to Full membership with the agreement of the Full Members meeting at the next World Conference decided on a 75% majority of votes cast by Full Members at a World Conference.

10. Transfer of Membership Privileges

As per subclause 10.2 of the Constitution, Membership of WAGGGS cannot be transferred to anyone else.

11. Once Membership is Obtained

11.1. WAGGGS Membership Rights, Responsibilities and Privileges

Membership Requirements = Conditions that must be met to achieve and maintain membership of WAGGGS.

Membership Rights = Privileges only available to those national organisations that are Members of WAGGGS.

Membership Responsibilities = Duties that Members are expected to fulfill as part of their contribution to the movement as long as they are members of WAGGGS.

Once membership of WAGGGS is obtained, according to the WAGGGS Constitution sub-clause 10.10.1 and 10.1.3 it is the right, responsibility and privilege of all Member Organisations, without limitation, to:

- (a) maintain the conditions of membership as defined in the Constitution and summarised in section 8 of this policy;
- (b) take part in the World Conference and the respective Regional Conferences, and exercise such voting rights
- (c) contribute and adhere to the policy of WAGGGS formulated by the World Board;
- (d) nominate persons to serve on the World Board pursuant to clause 14;

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- (e) nominate persons from within their Region to serve on the Regional Committees subject to clause 14;
- (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 WAGGGS 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 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 hostess to the World Conference.

(o) As per sub-clause 10.3 of the WAGGGS Constitution, it is the duty of each Member Organisation of WAGGGS 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.

10.10.2 In addition to the rights, responsibilities and privileges set out in sub-clause 10.10.1 above it is the right, responsibility and privilege of Full Members 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;
- 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 sub-clause 11.4.4(g);
- (f) submit invitations to act as hostess to meetings of the World Conference;
- (g) to participate fully in the life and work of WAGGGS.

Additionally, although not required by the WAGGGS Constitution & Bye-Laws, this policy requires Member Organisations to engage with the following services:

- To contribute to furthering the long-term vision of the Girl Guide / Girl Scout Movement, as agreed on at World Conferences

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- To share and participate in events (when possible) with other WAGGGS National Organisations;
- To provide (when possible) personnel, volunteers and material to other National Organisations who need this assistance and to accept personnel, volunteers and material from other WAGGGS National Organisations as part of individually arranged exchanges, training, etc.;
- To make use of WAGGGS publications and to contribute to these publications; information, news or results of any special projects undertaken;
- To submit any items for the World Conference Agenda which are considered to be important for WAGGGS;
- To submit nominations for the World Board and its Committees and forward these to the World Bureau by the specified date (if there is a suitable candidate in the Member Organisation);
- To reply to the questionnaires, papers, etc. from the World Bureau, so that that WAGGGS may benefit from the information sent.
- Forwarding communication to the members of their organisation and open WAGGGS opportunities to all members and to apply a fair and transparent selection process.
- Share membership figures with the World Bureau upon request (a census is usually carried out annually).
- Keeping WAGGGS informed of changes in contact details and results of election of governing structure.
- Each organisation is encouraged to complete a self-assessment exercise determined by WAGGGS annually or at least once per triennium in order to support the WAGGGS Global Team to understand the capacity of the organisation and identify areas where support would be beneficial
- Include and participate actively in WAGGGS programmes and implement plans for on-going development of the organisation.

11.2 Continued Compliance with the Conditions of Membership

WAGGGS will monitor the progress/health/wellbeing of Member Organisations through various methods, including a self-assessment process which Member Organisations are encouraged to complete annually. This is primarily to aid in the allocation of WAGGGS' resources to support a thriving, growing Movement.

If, however, a Member Organisation is failing to meet any of the Conditions of Membership, as listed in articles 10.1.2 and 10.9.1 of the Constitution and Bye-Laws, or the WAGGGS Membership Policy, the MO will be required to make significant efforts to improve the situation. WAGGGS may provide, when viable, the support necessary. Viability will be decided on by the WAGGGS Global team (staff and/or volunteers) that are working with the MO at the time and the decision will be based on a number of factors including but not limited to security, political situation within the country, WAGGGS resources available at the time.

WAGGGS will urge and encourage Member Organisations to take responsibility to improve the situation themselves. If such improvement is not apparent, specific action must be instigated, and monitored by the Regional Committee, as part of the Committee's responsibilities. Should the Member Organisation fail to improve the situation, this might result in the suspension and ultimately cancellation of the Member Organisation as outlined in the paragraphs below.

12. Termination of Membership

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Sub-clause 10.4 Termination of Membership of the WAGGGS Constitution and Bye-Laws states that membership of WAGGGS can come to an end either by resignation or cancellation.

12.1 Resignation

Membership of WAGGGS comes to an end if the Member Organisation resigns by written notice to WAGGGS provided that after such resignation the number of Full Members is not less than three. The resignation shall become effective from the day on which the written notice submitted by the proper authority on behalf of the Member Organisation is received by the World Bureau. The resignation shall be reported to the next meeting of the World Board and at the next World Conference.

12.2 Cancellation and Criteria

As per the WAGGGS Constitution & Bye-Laws, should a Member Organisation fail to comply with the conditions for Membership outlined in this policy or the Constitution and Bye-Laws, it may be removed from membership, or in other words, cancelled.

Cancellation is a two-step process which involves a period of suspension (usually two years) before the Member Organisation is either cancelled or the suspension is lifted (in the latter case membership resumes as usual). Normally, WAGGGS will work to support member Organisations for two years before suspension, however there are some cases where automatic suspension (meaning immediate) is triggered. These are outlined below, in section 12.5 of this policy.

During the period of suspension the Member Organisation will be required to show that it is taking significant action toward compliance of all membership criteria.

The World Board can decide to suspend a Member Organisation, however it can only decide to recommend cancellation of a Member Organisation, which must be voted on by WAGGGS Full Members at a World Conference and passed with 75% join majority of votes of WAGGGS Full Members.

Suspension and/or removal from membership of WAGGGS shall be considered by the World Board if:

- A. the Member Organisation ceases to exist or a change occurs affecting a National Organisation such that it no longer complies with the conditions of membership as set out in sub-clauses 10.1.2 and 10.9 ;
- B. the Member Organisation ceases to comply with any of the conditions of membership set out in sub- clauses 10.1.2 and 10.9 ;
- C. any sum due from the Member Organisation has been wholly or partly outstanding for at least two years in succession*;
- D. Failure or negligence in matters of Safeguarding and Child Protection*;

**(Please note that this will trigger automatic suspension. Please refer to paragraph below on automatic suspension.)*

Additionally, albeit not outlined in the Constitution, cancellation may be considered in the following cases:

- a. There is little or no communication or engagement with the Region, and/or the World Bureau (unresponsiveness to letters, emails, social media and no participation at regional events) for a period of at least 12 months (in these instances circumstances of force majeure such as conflict or natural disasters will be taken into account);
- b. The Member Organisation consistently fails to have an organisation, suited to the needs of the country and its members in its operation.

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Following consideration by the World Board, the World Board shall inform the Member Organisation as to the reasons why it is proposed to suspend and/or remove the Member Organisation from membership. In the case of failure to pay its membership fee the World Board may grant remission or postponement of the membership fee.

Should the Member Organisation fail to comply with the advice given to it by the World Board or should the Member Organisation for any reason not be able to fulfil the conditions of membership as set out in sub-clauses 10.1.2 and 10.9 within the time-frame determined by the World Board, having been duly reported to the Member Organisation, the World Board shall consider whether its membership should be terminated.

The matter shall be referred to the Members at the next World Conference who may then terminate the membership of the Member Organisation by a resolution passed by a 75% majority of votes of Full Members. If the Member Organisation concerned wishes to ask for re-consideration of the decision to terminate its membership, it shall have the right to appeal, through the World Board, to the Full Members at the next meeting of the World Conference. There can be no further appeal.

12.3 Procedure for Cancellation of Membership

As soon as a Regional Committee assesses that a Member Organisation no longer fulfils the criteria of Membership contained in the Constitution and Bye-Laws, and WAGGGS Membership Policy, the following procedure will be followed:

1. The Regional Committee will inform the Member Organisation and the World Board of its concern in writing. The Member Organisation will be informed of the possibility of suspension of Membership and the subsequent withdrawal of benefits.
2. From the day the World Board is informed of the Committee's concern in writing, the Regional Committee will work with the Member Organisation for a period of two years named "concern and support period", providing support and guidance on setting and meeting specific targets toward compliance. At the end of this period, the Regional Committee will assess the performance of the Member Organisation, together with the effectiveness of the attempts in ensuring it will be able to satisfy the conditions of Membership. The Regional Committee will take into consideration any external factors affecting a Member Organisation's development and progress, such as the economic and political situation, natural disasters, etc. In the case of unresponsiveness, in which the MO has not responded or engaged with WAGGGS for a period of 12 months, the period of concern and support would last one year only.
3. If there is sufficient improvement in performance within the two year "period of concern and support," the Regional Committee will report the situation to the World Board, and no further action will be taken in terms of the suspension of Membership. The Committee will continue to monitor the situation.
4. If there is minimal or no improvement within the two year "period of concern and support," the Regional Committee will recommend to the World Board the suspension of that Member Organisation. If approved by the World Board, membership will be suspended for a period of two years. A letter of suspension will be sent to the Member Organisation.
5. WAGGGS will inform all its Member Organisations of the suspension.
6. If at any point during the suspension period the Member Organisation demonstrates that it fulfils the criteria of Membership and is ready to assume full responsibilities as a Member of WAGGGS, the Regional Committee will have the option of recommending to the World Board for the suspension to be lifted before the end of the two years.
7. An assessment of the suspended Member Organisation will be made by the Regional Committee prior to the end of the suspension period and a recommendation will be made by the Regional Committee to the World Board to either:

i. Lift the suspension and reinstate the Membership of the Organisation, if the Member Organisation can demonstrate that it fulfils the criteria of Membership and is ready to assume full responsibilities as a Member of WAGGGS;

OR

ii. Recommend to a World Conference that the Membership be cancelled, if in the opinion of the World Board and the Regional Committee, the Member Organisation is not able to resume full responsibilities as a Member of WAGGGS;

8. The World Board shall refer the matter to the Members at the next World Conference who may then terminate the membership of the Member Organisation by a resolution passed by a 75% majority of votes of Full Members. Regional Conferences will be informed of progress of suspended Member Organisations, and the possibility of cancellation of Membership.
9. Regional Conferences will be informed of progress of suspended Member Organisations, and the possibility of cancellation of Membership.
10. Reasons for recommending the cancellation of a Membership will be circulated to all Member Organisations prior to the World Conference. Full details of the reasons for the cancellation, together with all the steps taken during the suspension period will be given, in order that the delegates at the World Conference will have sufficient information to approve the recommendation of the World Board.
11. If the Member Organisation concerned wishes to ask for re-consideration of the decision to terminate its membership it shall have the right to appeal, through the World Board, to the Full Members at the next meeting of the World Conference. There can be no further appeal.

12.4 Procedure for Automatic Suspension

A. Negligence in Safeguarding and Child Protection

1. Should the concern be related to negligence in matters of Safeguarding, there will be a one year period of automatic suspension, which will attract the same sanctions as suspension, with immediate effect.
2. Cases where negligence is suspected will be reported to and decided on by the World Board. Examples of negligence could be, but are not limited to:
 - a. Failure to implement safeguarding measures outlined in the Member Organisation's Safeguarding Policy;
 - b. Failure to act when cases of negligence involving abuse/neglect are reported or failure to report such cases to the local authorities. This could mean failure to handle such cases or failure to discipline or dismiss offending volunteers/staff;
 - c. Omissions of facts in investigations relating to safeguarding/abuse;
3. By the end of the first year of automatic suspension a recommendation will be made by the Regional Committee to the World Board to:
 - i. Lift the suspension and reinstate the Membership of the Organisation, if the Member Organisation can demonstrate that it has rectified the issues which caused the suspension and implemented necessary changes to prevent similar circumstances in the future.

OR

ii. Continue the suspension for a further maximum period of one year in exceptional circumstances (this may be granted where the country is in conflict or other events of force majeure). This continued suspension will be communicated to Member Organisations by World Bureau Circular. All suspension sanctions will continue to apply.

OR

iii. Recommend to a World Conference that the Membership be cancelled. If in the opinion of the World Board and the Regional Committee, the Member Organisation is not able to resume full responsibilities as a Member of WAGGGS; a recommendation will be made to the World Conference that Membership be cancelled.

B. Failed Payment

1. Should the concern be related to the non-payment of membership fee by the Member Organisation for two years in succession, there will be an immediate one year period of automatic suspension, which will attract the same sanctions as suspension. Member Organisations who may be automatically suspended will be warned of this three months before suspension would be applied, advising that the Member Organisation will be suspended from the 1st January of the following year, unless payment is received.
2. In this case, automatic suspension is an administrative measure, which will be implemented when a Member Organisation has failed to pay (in full or in part) its membership fee for two years as at 31st December each year, and does not have an agreed payment plan with the Treasurer. Failure to meet any agreed payment plan will also result in automatic suspension. The Chief Executive will notify the World Board, Regional Committees and Member Organisations by 31st January each year of Member Organisations who have been automatically suspended. If payment is received, or a payment plan agreed and actioned, automatic suspension is immediately lifted.
3. If the Member Organisation fails to pay or agree a payment plan within 9 months of the automatic suspension been sanctioned, the Regional Committee will make an assessment of the suspended Member Organisation to inform their decision on the next steps.. The Regional Committee will take into consideration any external factors affecting a Member Organisation such as the political situation, natural disasters, etc. will be made prior to the end of the year of suspension.

By the end of the first year of automatic suspension a recommendation will be made by the Regional Committee to the World Board to:

i. Lift the suspension and reinstate the Membership of the Organisation, if the Member Organisation can demonstrate that it has paid the outstanding fees or that it has agreed a payment plan to do so.

OR

ii. Continue the suspension for a further maximum period of one year in exceptional circumstances (this may be granted where the country is in conflict or other events of force majeure). This continued suspension will be communicated to Member Organisations by World Bureau Circular. All suspension sanctions will continue to apply.

OR

iii. Recommend to a World Conference that the Membership be cancelled. If in the opinion of the World Board and the Regional Committee, the Member Organisation is not able to resume full responsibilities as a

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Member of WAGGGS; a recommendation will be made to the World Conference that Membership be cancelled.

12.5 Sanctions During the Suspension Period

During the period of suspension (and where appropriate, the Automatic suspension period);

1. The World Board will withdraw the following benefits:

- i. financial assistance and support, including contributions from regional funds such as the “friends” funds;
- ii. attendance at World and Regional Conferences and World, Regional and sub-Regional events, other than those that may be targeted at suspended Member Organisations;
- iii. representation of WAGGGS at any external events;
- iv. consideration for major funding for projects or programmes.

2. A member of a suspended Member Organisation may not be nominated for WAGGGS World Board, or World or regional committees and working groups/planning teams.

3. A World Board or Committee member from a suspended Member Organisation shall retain her appointment.

4. However, if the Membership of the Organisation is cancelled, she will become ineligible as a World Board or Committee member, and will be required to resign from her position (subclause 16.1.8 in the WAGGGS Constitution).

5. The suspended Member Organisation will be required to continue to pay quota, during the suspension period.

6. The World Bureau will continue to send communications to the suspended Member Organisation.

For ease of reference, the foregoing procedure has been illustrated in the flowcharts overleaf.

12.6 Re-admission to membership

As stated in sub-clause 10.5 of the WAGGGS Constitution, former Member Organisation may apply for re-admission to membership of WAGGGS and may be re-admitted to Associate or Full membership subject to the former Member Organisation applying to WAGGGS in the form required by the World Board and the two-stage admission procedure set out at sub-clause 10.1.4.

Appendix - Further clarifications relating to the Membership Policy

1. Definition of an “enrolled member”

For all WAGGGS purposes, (determination of the triennial census, the size of World Conference delegations, Membership Fee payments etc.) the expression "enrolled member" refers to all girls and adults who participate in Girl Guiding/Girl Scouting programmes of a Member Organisation. How and when a girl/adult becomes an enrolled member rests with the Member Organisation concerned, and should be outlined in its Constitution and Bye-Laws. In the case of WOAB Members, this may also extend to male members who are members of WAGGGS.

2. Assessment of Promises and Laws

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 is found to satisfy WAGGGS' requirements, is recommended to the World Board for approval. The following criteria play a role in the assessment of Promises and Laws of all age groups: Guide, Girl Scout, Ranger, Senior, Adult Age Groups.

A Promise and Law for these age groups is assessed according to whether or not it incorporates the Fundamental Principles of WAGGGS as laid down by the Founder in the Original Promise and Law, and as required as a condition of Membership.

Pre-Brownie Age Group (approx. ages 5-7): A Promise, Saying or Statement for this age group is assessed according to whether or not it is consistent with the Fundamental Principles of WAGGGS, as given by the Founder in the Original Promise and Law; and whether it is relevant for girls of this age. Associations are also asked to indicate that they have some influence over the programme and methods used with this age group, to ensure that the Fundamental Principles are included. For example, if some/all of the Fundamental Principles are included in the programme instead of in the Promise, Saying or Statement, this would be acceptable, provided that they can be shown to be presented to the girls.

All other age groups: A Promise, Saying or Statement for this age group is assessed according to whether or not it is consistent with the Fundamental Principles of WAGGGS, as given by the Founder in the Original Promise and Law. It should be relevant for girls of this age and show appropriate development of previous promise. A reference to the spiritual dimension of Girl Guiding/Girl Scouting must be included.

3. Sectarian Names

Member Organisations who have a sectarian name may be accepted into Membership of WAGGGS as long as they are open to all (adhering to 10.1.2.3 clause in the WAGGGS constitution) through their constitution/governing documents and other evidence as may be appropriate and as long as all other membership requirements/conditions are met.

4. Definition of "Country"

When considering whether an applicant for Membership of WAGGGS is from a recognised country, the World Board will consider:

- That country's membership of the United Nations;
- Its political independence and status as self-governing entity;
- Its emergence as a new state by negotiation and agreement;

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- Whether it has land, flag, seat of Government, or its own territory.

In the case of any dispute over the appropriate name for a country, consideration should be given to the name for the country used by the United Nations, and whether or not the United Nations recognises the country.

5. Definition of "Self-government"

WAGGGS currently adopts two definitions of self-government.

Definition one: A Girl Guide/Girl Scout National Organisation is considered to be "self-governing", in the sense of WAGGGS' Constitution and Bye-Laws (10.1.2.4 and 10.1.2.5), when it 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'.

This should, in particular, include the freedom to: i) plan its programme; ii) determine its administration; iii) appoint its officers; iv) determine its financial policy; v) accept and carry out its responsibilities as a Member of WAGGGS. The co-operation of a Member Organisation with the Government of its country, such as in community and social service projects, should not conflict with the Constitution and Bye-Laws of WAGGGS. The receiving of support and assistance from Government and other authorities will not be considered contrary to the principle of "self-government", unless conditions attached to the receiving of such help affect the freedoms of the Member Organisation as listed above.

Definition two: The notion of "self-government" with respect to a Joint National Organisation (SAGNOs) / Component Association.

In addition to the above, self-government with respect to a Joint National Organisation or Component Association, should include the freedom for the Girl Guide/Girl Scout section to:

- i) have an equal share in formulating the policies of the Joint Organisation or Component Association;
- ii) accept all the responsibilities of Membership in WAGGGS;
- iii) be autonomous in respect of:
 - a) the programme and training for girls and young women;
 - b) the practical implementation of the policies of the Joint Organisation or Component Association with regard to girls and young women;
 - c) control over the finances allotted to the Girl Guide/Girl Scout section. Every case will be judged individually according to the definition of self-government, taking into account the customs and traditions of the country and the known prevailing conditions.

In the case of Merged National Organisation the Organisation should ensure that the girls and young women have due influence in all aspects of the organisation including governance, finances and programmes. In such cases, the policies and constitutions need to be written in a way that makes all members equal, with equal influence.

6. National Organisations whose close relationship to their government calls into question their ability to satisfy the criteria for Membership

A National Organisation may be structured under a Government Department such as Youth Affairs, or Youth Sport and Recreation, in which case the Department Minister may take an interest – or even an active role - in the organisation. Support, in the provision of facilities and operational or project funding, may be an outcome of this close relationship. Evidence of a structure which describes such a relationship at this level, may call into question the political independence of the National Organisation and thus its ability to satisfy the Membership criteria described in subclause 10.1.2.4 and 10.1.2.5 of the WAGGGS Constitution and Bye-Laws.

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Aspects of structure and management of a National Organisation which indicate a relationship with government that could prevent the free implementation of the Girl Guide/Girl Scout programme could include:

- The appointment of National Officers and other Executive or Legislative decision-makers by the government, rather than their election by the members;
- Requirements that policy and/or its implementation be approved by Ministerial representatives rather than by the Executive or Legislative bodies;
- Absence of an assurance of the application of funds to the object of the organisation.

Should independence become affected in Member Organisations (after Membership is achieved) WAGGGS may consider suspension and ultimately cancellation. Please refer to the Section on Termination of Membership within this policy.

7. Type of Member Organisations

The majority of Member Organisations have one Girl Guide or Girl Scout organisation in a country and the membership is entirely female. However, there are several types of Member Organisations within WAGGGS.

WAGGGS respects that all Member Organisations have the right to choose the educational method most suited to their particular culture. The Policy on education of girls and young women in WAGGGS recognises that the educational methods in both single sex and co-educational environments offer different benefits. WAGGGS is committed to supporting all Member Organisations in their work and will seek innovative ways to provide the support relevant to the different settings in which our Members are operating.

7a. WAGGGS-only Organisations

Member Organisations that have one Girl Guide or Girl Scout organisation in a country where the membership is entirely female are known as WAGGGS-only Organisations. These organisations may have a number of male adult volunteers who support the delivery of Girl Guiding and Girl Scouting.

7b. WAGGGS-only Admitting Boys (WOABS)

WAGGGS recognises that historical circumstances have resulted in some Member Organisations admitting boys and young men into membership, such as in WAGGGS-Only Admitting Boys organisations (WOABs), and that, whilst remaining a Movement dedicated to the needs of young women, boys benefit from WAGGGS' programmes and understand the attitudes and values promoted by WAGGGS. WAGGGS recognises that the boys and men who are members of WAGGGS make a valuable contribution to delivering the Mission of WAGGGS.

After 1st October 1998 no new WOABs will be admitted to WAGGGS membership.

7c. Scout and Guide National Organisations (SAGNOs)

SAGNO is a traditional term used to describe National Organisations where females are members of WAGGGS and males are members of WOSM.

Although current policy of the WOSM Committee will not allow the creation of new SAGNOs, the WAGGGS World Board re-affirms its belief that the SAGNO model may suit some organisations. WAGGGS will not promote the creation of any new SAGNOs unless a Potential Member Organisation has been functioning in the same way as a SAGNO for a long period of time when applying for membership.

WAGGGS' Member Organisations will actively promote the cause of girls and young women within either structure. WAGGGS recognises that the boys and men who are members of a Scouting and Guiding National Organisation (SAGNO) make a valuable contribution to delivering the Mission of WAGGGS. There is no requirement for such

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Member Organisations to restrict its membership to girls and young women only. It is accepted that Member Organisations may have adult males as members.

WAGGGS will continue to allow boys and men who are members of WAGGGS Member Organisations to participate fully in Conferences and in events as appropriate, but only women may hold positions of elected leadership within WAGGGS.

Within the SAGNO model, there are two distinct structures offering different educational methods; co-educational and single sex. These are known respectively as Merged National Organisations and Joint National Organisations. There are also SAGNOs that practice various combinations of the two approaches. These would simply be referred to as SAGNOs.

7d. Merged National Organisations

Merged National Organisations are SAGNOs that provide a programme in a co-educational setting, where boys and girls usually are in mixed units. The Constitutions sub-Committee and the World Board would need assurance that in the Merged National Organisation girls and young women would play an equal role together with the boys and young men in the administration, promotion and activities of the Organisation.

7e. Joint National Organisations

Joint National Organisations are SAGNOs that provide a programme in a single sex setting. In this type of organisation girls and women are in a separate units from boys and men. The girls and women have girls-only groups with their own programme. The female volunteers hold most posts up to national level. Often there is no common programme or events with boys but there may be occasional joint events.

At the national level, there is usually a council where the female and male sections come together and make decisions on national policies. Often there are rules governing equal opportunities at the national level so that both genders are appropriately represented and have leadership roles.

8. Membership of Boys and Men within Member Organisations

WAGGGS' World Board recognises that boys and men are involved in some Member Organisations and that this involvement takes various forms. The World Board accepts the frameworks in place as of January 1, 2010, specifically:

- All Member Organisations who have been accepted into Membership of WAGGGS with boys within their membership will continue to hold Membership of WAGGGS. They may continue to count boys as members if they wish to do so. This includes any SAGNO Member Organisation whose male membership has been accepted as WAGGGS' members prior to January 2010.
- Member Organisations may have adult males as members.

9. Federations

WAGGGS is built on the principle of one Member Organisation per country. Member Organisations usually consists of one single association. However, in some countries, several Component Associations may join to create a Federation, and work together to develop Guiding and Girl Scouting in the country and apply for Membership of WAGGGS.

When applying for WAGGGS Membership, if there are several associations working with Guiding and Girl Scouting in a country where there is no National Organisation, WAGGGS will encourage that the associations merge into one organisation before applying. When a National Organisation that wants to apply consists of a Federation of Component Associations, WAGGGS will discuss with the Federation the possibility of creating of a sole association

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in the country. If the Potential Member Organisation and WAGGGS find that a Federation structure may serve the Movement better in that country than a sole organisation would, WAGGGS will welcome the Federation as a Member Organisation. For instance, in some countries a Federation structure may present a greater potential for membership growth and diversity. In other countries, the decision for these associations to federate may have historical reasons.

The recognised Member Organisation in WAGGGS is the National Organisation, the Federation, not the single Component Associations. Every Component Association that forms a Federation or joins a Federation need to be recognised by WAGGGS.

As outlined in subclause 10.1.3.3 of the WAGGGS Constitution, Member Organisation may comprise different Associations or groups, provided that the Member Organisation ensures that each Association or group:

(a) accepts and adheres to the conditions of membership as set out in sub-clauses 10.1.2 and 10.9;

(b) agrees to co-operate with other component association/s (meaning an Association which together with one or more other Associations forms a National Organisations or group/s and together to constitute the single Member Organisation in order that the maximum number of girls and young women shall benefit from membership of WAGGGS.

When a Federation applies for Membership, WAGGGS will ascertain whether the organisation in itself and its constitution, fulfils the criteria for Membership and that the Constitution stipulates that the members of the Federation, the Component Associations, also must comply with the WAGGGS Membership criteria. WAGGGS will need reassurance that there are constitutional and established forms for national democratic processes and cooperation within the Federation. When a new Federation applies for WAGGGS Membership, WAGGGS will require evidence that each Component Association meets the conditions of Membership. If new Component Associations join an existing Federation, the Federation will be required to ensure that, as stipulated in its governing document, the new Component Associations meet the conditions of WAGGGS Membership.

Once the Federation achieves Membership, WAGGGS' main point of contact will be the Federation. However, to ensure all Component Associations receive the same information, WAGGGS will also promote initiatives and programmes directly to them. If a Federation that is already a Member of WAGGGS accepts new Component Associations, they must inform WAGGGS and provide basic information to enable WAGGGS to engage with the new Component Association(s). It is the Member Organisation's responsibility to ensure effective communication within the Federation and between Component Associations.

The Member Organisation, the National Organisation that is the Federation, is responsible for paying the Membership Fees to WAGGGS.

The World Board has determined that every effort will be directed towards strengthening the position and potential of WAGGGS' members within a Federation, including SAGNO and WAGGGS-only members. Special recognition and opportunities will be given to the Federations including WAGGGS-only and SAGNO members, such as additional visitors at conferences and events, to ensure that girls and young women are fairly represented.

If a Member Organisation that is a Federation wants to merge into one single association and change its entity in WAGGGS, WAGGGS will support this process.

When a Component Association no longer complies or performs within the conditions of WAGGGS Membership outlined in this policy, it is the responsibility of the Federation to ensure that the CA in question is brought back to compliance. Failure to do so might result in the suspension and/or cancellation of the Federation from WAGGGS membership. In these cases WAGGGS will be available to advise and support the Federation in this process.

10. Change of Entity

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Where a change occurs affecting the entity of a Member Organisation of WAGGGS (for instance, this could mean Component Associations of a Federation merging into one organisation), the entity that emerges from the change shall replace the former Member. From the moment the change is accepted by the World Board, the new entity will assume the Membership status of the entity it replaces.

The Change of Entity is submitted by the World Board to Members at the next World Conference for ratification (WAGGGS Constitution and Bye-Laws, Bye-Law 2.11 and 2.12). When changing an entity, the Member Organisation in question is subject to assessment by the World Board. Upon acceptance, it assumes the new entity immediately. Submission to the World Conference is for ratification only. If a Member Organisation is intending to change entity, the World Board should be advised. Since there are several possible changes, guidance may be needed regarding the process to be undertaken. Once the Member Organisation has made all relevant changes, the Constitution is submitted to the Constitutions Committee for assessment, and ultimately to the World Board for approval. The Constitution is checked to ensure that it continues to meet the Membership requirements in Article 10 of WAGGGS Constitution and Bye-Laws. Once the World Board has approved the Change of Entity, it is recommended to the next World Conference.