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Frequently Asked Questions – Must a mixed gender group be supervised by a mixed gender leadership team?

There is no absolute requirement for a mixed gender leadership team to supervise a mixed gender group. However, if this is not to be the case then there should be arrangements in place to manage foreseeable issues.

Factors to consider might include:

- The gender, age, maturity, ability and confidence of the participants.
- Needs for privacy and safeguarding.
- Needs for pastoral support and/or personal care.
- The length and remoteness of the visit.
- The nature of any residential accommodation.
- The availability of peer support or support from other adults: e.g. from staff at a residential centre or hostel.
- The need for gender-specific role models.

Decisions about leadership team gender balance should be taken as part of overall consideration about staffing ratios and appropriate supervision.

See document 4.3b “Ratios and Effective Supervision”.

