



Group Policy Behaviour

Introduction

This 1st Grasby Scout Group policy supplements the guidance provided in the Policy, Organisation and Rules (POR) of The Scout Association and provides guidance to Leaders in the execution of their roles in the day-to-day running of each of the 1st Grasby Scout Group's sections. It should be remembered that POR maintains primacy.

Beavers, Cubs, Scouts and their respective parent/guardian(s) should be aware that all our leaders are volunteers. We are not paid for our efforts; most leaders have full time jobs and we give up a lot of time to ensure that the Young people (YP) within our group have an enjoyable and memorable Scouting experience. These policies are documented so that YP and their parent/guardian(s) know exactly what is expected of them and how we will deal with any YP not complying with the Behaviour Policy.

The YP within our sections should be living their lives in accordance with the Scout Promise, scout Law and the Fundamentals of Scouting. The Scout Promise and Laws vary slightly from section to section, but the essence of the philosophy behind them is the same. The Fundamentals of Scouting includes The Values of Scouting. As Scouts we are guided by these values:

- **Integrity** - We act with integrity; we are honest, trustworthy and loyal.
- **Respect** - We have self-respect and respect for others.
- **Care** - We support others and take care of the world in which we live.
- **Beliefs** - We explore faiths, beliefs and attitudes.
- **Co-operation** – We make a positive difference; we co-operate with others and make friends

This Behaviour Policy has been developed taking account of Scout Association guidance, and the framework is intended for use only in circumstances to address persistent challenging behaviour or continued breaking of the Values of Scouting. Whilst the Section Leaders will do their best to avoid the need to implement the measures outlined, the Behaviour Policy exists to protect all members of the section and to support our ability to deliver safe, fun Scouting.

Code of Conduct

Each Section has a Code of Conduct, developed and agreed between the Leadership team and the YP; this is the behaviour that is expected of YP, set out in age-appropriate language.

On a regular basis, each section, Leaders and YP, should review the existing Code of Conduct, updating the contents and making any amendments. The Section Leader should collate these responses into a revised Code of Conduct. YP should be regularly reminded of the Code of Conduct together with the Promise and Law (particularly at the beginning of each term). All YP involved in Scouting at 1st Grasby Scout Group shall learn to be:

“Accountable for their own actions”

Disciplinary and Escalation

Improper behaviour may manifest itself in a multitude of ways, too many to list within this document. Comparing such behavioral issues will reveal a differing in seriousness between them and the response will need to be gauged accordingly, dependent on the gravity of the situation. For the purposes of our policy, we will describe what is seen as inappropriate behaviour against unacceptable behaviour, although it must be recognised that any issue which is out-with the Law, Promise or the Values of Scouting is unacceptable.

Inappropriate Behaviour

- Examples of inappropriate behaviour incurring a verbal warning:
 - Continual disruptive behaviour during flag ceremonies
 - Continual talking, or verbal disruption when a Leader has asked for quiet
 - Continuing with inappropriate or disruptive behaviour after being directly told to stop
 - Persistent refusal to follow instructions, or the rules of a game or activity
 - Disrespectful behaviour to Leaders or other YP
- Any behaviour seen as inappropriate for the time and place, affecting the enjoyment or rights of others, or against the Values of Scouting will lead to the YP being taken to one side and given a maximum of two verbal warnings. All disciplinary actions will be appropriate to the issue at hand and the YP concerned considering the YP's age and personal circumstances. Any further inappropriate behaviour following the 2 warnings will result in a report to the Section Leader or Senior Leader present and immediate exclusion from the activity or task.
- Decisions to issue any warnings will be based on consensus agreement of at least two adults and done in the presence of at least two adults at least one of which will be a leader.
- If the YP's inappropriate behaviour persists, the YP's parent/guardian(s) will be invited to meet with the section Leader and the YP to discuss the issue and to agree next steps.

Unacceptable Behaviour

- Examples of unacceptable behaviour leading to reporting to parent/guardian(s) and/or exclusion:
 - Abusive, threatening, racist behaviour to anybody
 - Bullying
 - Physical violence to Leaders or other YP
 - Deliberate damage to property or belongings
 - Proven Theft.
- Scout Leaders reserve the right to immediately exclude a YP from an activity and arrange to send a YP home during any meeting or activity. Contact should be made with the parent/guardian(s) to arrange immediate collection.
- The incident should be reported to the Group Scout Leader for review and consideration.
 - Further action may include the YP staying away from the next meeting or a number of meetings after mutual agreement with the parent/guardian(s)
- For more serious or continuing issues, guidance provided in the POR shall be followed and be managed by the District Commissioner through the Group Scout Leader. The District Commissioner has the authority to suspend a member from Scouting if this is deemed necessary. Such a suspension would be undertaken in accordance with the process prescribed in POR.