

## SRF ESU Code of Conduct

As an Explorer Scout, I understand that I will observe the Scout Law and comply with the Explorer Scout Code of Conduct at all times. Failure to do so will result in penalties being applied as below:

### Code of Conduct

1. Have fun
2. Take part in everything and encourage each other
3. Do not discriminate against others
4. Do not take illegal drugs or drink alcohol
5. Do not smoke during section meetings or events
6. Be a good person - Bullying or intimidating behaviour towards anyone will not be tolerated
7. Listen to and respect everyone
8. Respect all formal ceremonies including flag break
9. Wear suitable clothing at all times
10. Use appropriate language
11. Respect other people's personal space
12. Do not use mobile phones or have headphones on during activities unless this forms part of the activity

### Mobile Device Confiscation Policy:

1. First offence: A verbal warning will be issued by a member of the leadership team, who may also confiscate the mobile device for a short period of time.
2. Repeat offence: A formal verbal warning will be issued by a member of the leadership team and the device will be confiscated until the end of the evening. The leadership team may also contact the Explorers parents and may also inform the District Explorer Scout Commissioner, depending on severity/frequency of breach.

### Penalties

- A. Minor misconduct or first offence: A verbal warning will be issued to the Explorer by a member of the leadership team. The Explorer may be asked to take no further part in all or part of an activity, depending on the severity of the breach.
  - B. Repeated minor misconduct: A formal verbal warning will be issued to the Explorer and behaviour/breach of the Code of Conduct will be discussed with their parents. The Explorer may be asked to take no further part in a meeting or activity, depending on the severity of the breach. In some cases, this may mean that the Explorer is required to leave the meeting or activity immediately.
  - C. Major misconduct: The Explorer and their parents will be issued with a formal warning by the leadership team and the District Explorer Scout Commissioner. The Explorer will be suspended from their Unit for up to 3 months, in most cases the suspension will apply to all Scouting activities.
  - D. Serious misconduct: The Explorer will be suspended immediately. The matter will be referred to the District Explorer Scout Commissioner who may decide, in consultation with the District Commissioner that the Explorer is asked to leave the Scout Association.
- *Repeated minor offences will be interpreted as major or serious misconduct.*
  - *Should a criminal act be committed we will not hesitate in involving the Police.*
  - *Any member of the leadership team, the District Explorer Scout Commissioner or the District Commissioner can apply these penalties for breach of the Explorers Code of Conduct.*