

1st Southgate Scout Group Behaviour Policy

Extract from the minutes of the Group Leaders meeting 26th March 2013,
reviewed 8th January 2018, reviewed 20th January 2023, re-worded 16th March 2024

We promote positive behaviour to help make Scouting an enjoyable and safe experience for all. All reward systems are positive and encourage teamwork and responsibility using the Promises and Values – Integrity, Respect, Care, Belief and Co-operation. We lead by Promoting Positive Behaviours.

It is important that all young people, their parent(s) / guardian(s) and all our volunteers all behave well with all members, to ensure a consistent and fair process. HQ and County have their own Behaviour Policy, and in line with those we have personalised our own Group Policy.

Each section works to produce an age appropriate Code of Conduct, annually reviewed, youth lead and in positive language; i.e. plenty of 'do's'. The adults make sure everyone knows what good looks like and understands the Code. During meetings and events clear instructions will always be given, rewards of various kinds for positive progress and behaviour, eg; praise, badges, Sixer/Patrol stripes.

In the event that a young person struggles to meet the expected behaviours the team needs to have a fair and consistent response to managing situations, aiming at de-escalation and positive outcomes.

- Any behaviour seen as inappropriate or socially unacceptable for the time and place, affecting the enjoyment or rights of others or against the Code will be given up to two verbal warnings by any member of the adult team, taking into account the age and any additional needs of the young person. The team must share – at the earliest opportunity – that the verbal warnings have been given. This should be enough, but
- Further inappropriate behaviour will result in the Team Lead excluding the young person from the activity and the parent(s) /guardian(s) being informed verbally at the end of the meeting/event.
- If the poor behaviour persists parent(s) /guardian(s) will be invited in writing to meet with the Team Lead and the young person to discuss the issue and to agree next steps. These actions should be shared with the team and the Group Team Lead. There should be a plan in place that everyone accepts. The plan should have smart targets – such as weekly reports (parent(s) /guardian(s) to ask the leaders at the end of each meeting what has happened or regular review dates.
- Should there be any further related behaviour issues this will be reported to the Group Team Lead for review and consideration of further action. This may include: mutual agreement with the parent(s) /guardian(s) for the young person to stay away from the next meeting or meetings,
- If a resolution still cannot be found suspension or temporary suspension from the section is a last resort but should not be ruled out. Escalation and consultation with the District Lead, who alone has the authority to suspend a member from Scouts. Such a suspension would be undertaken in accordance with the process prescribed in the Scout Association's Policy, Organisation and Rules

Leaders reserve the right to send a member home during any meeting or activity, by contacting parent(s)/guardian(s) to arrange immediate collection, should the member's behaviour be considered as significantly inappropriate and significantly impacting on the enjoyment or safety of others. In the event of a young person being sent home this must be followed up with a meeting with the Group Team Lead and Section Leader to discuss next steps will take place.

All meetings, actions and next steps will be recorded in writing and sent to all parties involved.

Support is available from Scouts HQ and from Crawley District Additional Needs Adviser (DANA) Caroline Clark for specific ideas. If anyone has Safeguarding concerns, follow the specific guidance on reporting these.

The DC is the only person who can suspend/exclude a child from Scouting. NB If a family feel they have been unfairly treated they have a right to Complain to anyone from DC to Gilwell and expect an investigation.

This policy has been incorporated into the Welcome pack and each Section's Code of Conduct will be visible in the hut and become standard expectation. By having the code and policy in place we can be fair to the youth members and their families while protecting each other too.

Drafted and reviewed annually by Christine Hobbs, Group Scout Leader