



4th East Grinstead Scout Group Behaviour Policy

Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society. We believe that the most effective scouting experience takes place in an environment that is safe, respectful and fun for the whole group, including its volunteers.

The 4th East Grinstead Scout Group has a Code of Conduct for each section, being Beavers, Cubs and Scouts. Please see the relevant Code of Conduct which should be read in conjunction with this document.

The West Sussex Scouts also has a County Behaviour Policy which the 4th East Grinstead Scout Group must comply with.

Behaviour Policy for all Members

All members of the 4th East Grinstead Scout Group must comply with the following when attending group meetings, camps or other activities or sessions organised by their Scout group.

Members shall:

- Comply with the relevant Section Code of Conduct
- Follow instructions from our group activity leaders
- Not cause or attempt to cause physical violence towards others in any way
- Not bully, demean, or harm emotionally others in any way or use inappropriate language such as swearing
- Be truthful and express our thoughts in a respectful and appropriate way
- Be considerate and show respect to each other, our leaders and people's belongings
- Leave the meeting place and other facilities as clean and tidy as we found them

If a Member cannot adhere to the above Behaviour Policy then the Leaders will have to take action. It shall be for the Leaders' to consider based on the severity of the behaviour as to the actions that are taken.

The Leaders of the Section shall be expected to take the following into account when considering the behaviour of a member:

- Does the young person have any additional needs? Have we attempted to meet these needs? Have we got a record of our adjustments?
- Has their behaviour changed recently? Could this be linked to an event/change in their life or another underlying reason?
- Have we clearly communicated the expected behaviour and consequences to the young person?
- Have you consulted with other leaders in your section about this young person's behaviour and how to address it?
- How can we involve the young person in the process and help them take responsibility for their actions?

Behaviour not meeting the Code of Conduct:

During a Session or Activity

During an activity or session, if behaviour is exhibited by the Youth Member which goes against the Section Code of Conduct or the rights of others then:

- A maximum of 2 verbal warnings shall be given. These warnings will be made taking into account the age and any additional needs of the young person.

If the behaviour continues during the session or activity and after the two verbal warnings then:

- If the behaviour is significantly inappropriate and significantly impacting on the enjoyment or safety of others then Leaders reserve the right to send a member home during any meeting or activity, by contacting a parent / guardian to arrange immediate collection
- If the behaviour continues but is not significant then there will be a report to the Leader in charge present and the member can be immediately excluded from an activity.

At the end of the session or if the parents/ carers have to collect the member early as above then the Parents will be informed verbally about the behaviour. In the event of a member being sent home then a meeting with the Section Leader to discuss next steps will take place.

Repeated Behaviour at further activities or sessions.

If the behaviour persists from a youth member, parent(s) / guardian(s) will be invited in writing to meet with the Scout Leader and the young person to discuss the issue and to agree a personalised action plan.

Should there be any further related behaviour issues this will be reported to the Group Scout Leader 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
- Dismissal from the 4th East Grinstead Scouts.
- Further escalation and consultation with the District Commissioner, who has the authority to suspend a member from Scouting. Such a suspension would be undertaken in accordance with the process prescribed in the Scout Association's Policy, Organisation and Rules

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

At any stage of the above, if the behaviour is unsafe, severe, persistent, or an action plan cannot be agreed or is not followed then the Member shall be dismissed from the 4th East Grinstead Scout Group which will include all sections.

Behaviour Management Process Diagramme

