



Behaviour Policy

1st Broadbridge Heath Scout Group

Our behaviour policy.

Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society.

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.
- **Belief**
 - We explore our faiths, beliefs and attitudes.
- **Co-operation**
 - We make a positive difference; we co-operate with others and make friends.

We promote positive behaviour to help make Scouting and enjoyable and safe experience for all. All reward systems are positive and encourage teamwork and responsibility.

The **1st Broadbridge Heath Scout Group Behaviour Policy** has been developed taking into account The Scout Association's guidance and the framework is intended for use only in exceptional circumstances to address persistent challenging behaviour or continued breaking of the Code of Conduct.

Whilst leadership teams 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.

By requiring certain behaviours from our members – both young people and adults – we provide a greater freedom for the Group and everyone who is part of it.

Fortunately, the incidents relating to behaviour are few and far between. We see this as a team effort between leaders, young people and their parents/guardians to ensure the wellbeing and safety of all our young members. We encourage children and their parents/guardians to discuss any matter that is causing concern at an early stage with their leader team or the Group Lead Volunteer.

Code of Conduct

Each section has a Code of Conduct appropriate to their age group and the young people of that section should have an active input in its formation. These should be displayed on the section noticeboard and agreed by both the young people and the leader, and are available upon request to parents/guardians.

Parents/guardians are expected to support the leaders in ensuring their child understands and follows the points of the code. Parents will be informed when there has been a behaviour incident at a meeting or event. We would remind parents that adult members are volunteers and we would ask that there is mutual respect between our adult members and parents/guardians.

In the event of a behaviour incident...

- 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 a maximum of two verbal warnings. These warnings will be made taking into account the age and any additional needs of the young person.
- Any further inappropriate behaviour following the warnings will result in a report to the Leader in Charge present and an immediate exclusion from an activity. Parents / guardians will be informed verbally at the end of meeting of any exclusion from activity.
- If the behaviour persists from a youth member, parent(s) / guardian(s) will be invited in writing to meet with the Section Leader and the young person to discuss the issue and to agree next steps
- Should there be any further related behaviour issues this will be reported to the Group Lead Volunteer 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
 - Further escalation and consultation with the District Lead Volunteer, 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
- Leaders reserve the right to send a member home during any meeting or activity, by contacting a parent / guardian 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 then a meeting with the 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.

There must always be someone available to collect the young person at all section meetings and scouting events. It is the responsibility of the parent/guardian to ensure that all the contact details held for their child are up to date and that there is someone who could collect the child in an emergency or if requested due to a breach in the behaviour policy.

Safeguarding

The Group follows the Scout Association Child Protection Policy. It is the Policy of the Scout Association to safeguard the welfare of all members by protecting them from physical, sexual or physical harm. We call it “Young People First”. Child Protection is of paramount importance to us. The “Young People First” code of practice is on display at the Group HQ and a smaller ‘Yellow Card’ should be carried by all adult Leaders. Young Leaders carry a similar ‘Orange Card’ issued by the Scout Association.

All Adults in Scouting at the group, including Members of the Scout Network who wish to work with young people, must accept and understand this policy. They must also agree to put the Association's policy on child protection into practice. Leaders and Young Leaders must attend regular safeguarding training.

As part of that protection, all adults who could have unsupervised access to young people must undergo an enhanced DBS check (or any requirement which replaces DBS checks).

Child Protection also includes protection from bullying. It is the Group's policy that bullying in any form is unacceptable and at this group we strive to have in place rigorous anti-bullying strategies in accordance with the Scout Association Anti-Bullying Policy.

Remember that any behaviour that represents a serious threat to the welfare of others should be reported through the Child Protection procedures.