
Behaviour Management Policy

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About

At Our Scout Group we endeavour to provide a safe and enjoyable environment for young people to gain skills for life, and as Scouts we pride ourselves on the growth and development of young people through fun and exciting activities.

This ever-changing environment and the fact that our young people are still learning and developing their own “self” makes Scouting a place where they can test the boundaries of what is acceptable and what is not.

To ensure we can provide the opportunities we do, as safely as possible, we need to have a strict policy in place for managing behaviour to ensure everyone within Scouting feels happy and safe when coming in to our group and taking part in activities.

This document will outline what we deem inappropriate and unacceptable behaviours, as well as what our procedures and policies are for managing these.

“Zero Tolerance”

There are a few things we have a “Zero Tolerance” for, these are:

1. Violence
2. Bullying
3. Endangering the Safety of themselves and others***

We do not accept that anyone should be violent to anyone else, for any reason, even “play fighting” is unacceptable and will not be tolerated.

Bullying is never acceptable and will not be tolerated under any circumstances.

As with the nature of some of the activities we endeavour to provide, should someone endanger the safety of themselves or others during these activities it could result in major injury or, in the worst case, death.

***This will be the only reason for an instant dismissal from Scouting

Inappropriate Behaviour/Language

Inappropriate behaviour, Language or communicating in an inappropriate way will not be tolerated.

This kind of behaviour could be, but is not limited to:

- Swearing
- Threatening Language or Body Language
- Talking/Joking about Self Harm or Harming others
- Talking about Movies/TV/Games of an inappropriate age rating
- Sexualised Language or Behaviour

This type of behaviour could stem from many different things within a Young Person's life, however, no matter where this behaviour comes from, we do not allow this behaviour within Scouting.

Leaders should deal with this behaviour as soon as it arises through a quick verbal reprimand. Due to the nature of this type of behaviour bordering upon safeguarding Leaders should make a note of Who, What, Where and When this behaviour arose and report this to the Group Scout Leader as soon as possible. The Group Scout Leader will then inform the parents/guardians of the Young Person what has been said/done. If this behaviour continues then the disciplinary procedure will be followed.

Misbehaviours

Misbehaviours are actions that adversely affect the learning and safety of others within our Scout Group and those actions that contradict our Code of Conduct.

These actions could be, but are not limited to:

- Talking over Leaders and other people
- Excessive shouting and "messaging about"
- Disrupting activities or ceremonies
- Breaking the Rules set out in the Code of Conduct
- And many more...

These are what we class as minor incidents as they do not cause major issues when they happen once or twice, Leaders should deal with this through a quick reprimand but do not need to report this to the Group Scout Leader. However, if these misbehaviours are consistently causing problems then the Disciplinary Procedure may be followed to deter this behaviour.

Disciplinary Procedure

If a "Zero Tolerance" incident occurs or a young person continuously misbehaves to the point it can no longer be tolerated then we will follow the procedure outline below.

Firstly, a warning will be given and logged with the Group Scout Leader at the Earliest opportunity, who will then send an e-mail to parents informing them of the warning being given and the reason why.

If it continues or happens again, even on the same night, then a suspension of two weeks will be issued. The Group Scout Leader or Section Leader will contact parents/carers as soon as possible to arrange the collection of the young person and explain what has happened and why the suspension has been issued.

Upon returning, if there is another incident then the Young Person will be asked to leave the Scout Group, parents/carers will be contacted to collect the young person and an explanation will be given as to why they can no longer come to our Scout Group.

All of this will be logged with the Group Scout Leader at every step to ensure it is a fair and just process.

A young person may have the step at which they are at reduced, by having a half term of good behaviour they will move one step further away from dismissal from the Group.

Appeals/ Complaints

Should you feel that this procedure has been followed without due cause then you have a right to appeal. To appeal you will need to speak to the Group Scout Leader in person, by phone or by e-mail.

Once you have spoken to the Group Scout Leader and explained why you feel the procedure should not have been followed, then an investigation will be carried out to find out why the disciplinary procedure has been followed and whether there was valid reason.

Should the Group Scout Leader find that the procedure should not have been followed in this instance then the incident in question will be removed from the Group Scout Leaders log and will not affect future participation in Scouting.

Should it be found that there had been valid reason to follow the procedure then what ever has happened will still stand.

Either way, the Group Scout Leader will inform you of the outcome of the investigation.

Parents/Guardian Support

Parents/Guardians can support our groups behaviour management policy by making their young people aware of the Code of Conduct, reading through it with them to make sure they understand it, and by going through this document with them too, so they understand what things may happen should they misbehave.

We know that young people will test boundaries and that they will misbehave on occasion, but should this become an issue where we need the support of parents/guardians to stop or prevent this from becoming a bigger problem, please can we have your support. If we involve parents/guardians for disciplinary purposes then it is for good reason and having the backing from parents/guardians can make a difference to how young people behave while taking part in Scouting activities.

Parents/Guardians can also support us by ensuring that during this time that Young People follow all instructions given by the Adult Volunteers, for example, if a young person runs to you at the end of the night but the Leaders have not finished please send them back to wait for the Leaders to finish the night properly. During the course of a Scout night or Scouting activity, the Leaders and Adult Volunteer have a responsibility to keep everyone safe and to make sure that everyone is taking part in the activity up until the end.

If parents/guardians come to support our Group* as an Occasional helper or Sectional Assistant, or even better as a Leader, then favouritism should not be shown towards their child/children. During Scouting activities, all adults should be seen as Leaders and should follow the safeguarding rules on the Yellow Card. Parents/guardians that come to help out at the Group should explain this to their young person(s) beforehand, and remind them if necessary, that they are there to help everyone and that they can't show favouritism.

*All Volunteers that help out at our Group should ensure they know their responsibilities in the next section.

Leaders/Volunteers Responsibilities

All Adult Volunteers within Scouting have a responsibility to ensure that the Code of Conduct is followed by themselves and our Young People. Our Code of Conduct is essentially our ground rules within our Scout Group and there for must be upheld by the Adult Volunteers as an example to the Young People within the group.

By following this behaviour management policy and the disciplinary procedure, a consistent approach will be used by everyone.

Adult Volunteers should also be aware of their body language, speech and general attitude while around our Young People. Does your body language show a disinterest? Does it show aggression? Are you not feeling the night and does this show? Do you sound confident enough? Negative types of body language, speech and attitude can affect how the Group responds. Leaders and Volunteers should lead by example; be enthusiastic, be confident (even if you are unsure), listen when another Adult is talking to the young people, be a role model.

Volunteers should make themselves aware of the programme, especially what is happening during the meeting night. Problems arise when there is nothing to do, so keep an eye on games where people get knocked out, during transition from activity to activity. Leaders should try to make activities flow easily from one to another to reduce the time that young people have doing nothing.

Adults should work together as a team. It is a lot easier to keep control of a group of young people if everyone works as a team. If one adult is running an activity, then the others should be listening to the instructions and observing the behaviour of the young people. It is easy to miss things while running an activity so all volunteers should be paying attention to the young people, not talking in the corner as this would not be setting a good example or helping the Leader/Volunteer run their activity.

Adult Volunteers must remember to also give praise where someone is being well behaved as well. Praising good behaviour and reprimanding bad in a clear and consistent way by everyone will help our young people understand the difference between right and wrong, what is acceptable and what is not. Praising good behaviour teaches young people what is right and that good behaviour is rewarded, and vice versa, that bad behaviour has consequences.