



21st Romsey (Nursling & Rownhams) Scout Group



Group Behaviour Policy

1. Statement of General Principles

- 1.1. The 21st Romsey (Nursling & Rownhams) Scout Group ('the Group') encourages positive attitudes and a high standard of good behaviour, which should at all times replicate the fundamentals of Scouting¹ and the Scout Law (together 'the Code of Conduct'). It is important to remember that the vast majority of our Young People ('the Youth Members') and Adults ('the Adult Members') in the Scouting movement (together 'the Members') are very well-behaved and therefore we ensure that they are praised and rewarded where necessary and appropriate;
- 1.2. The Group's Behaviour Policy has been developed taking account of Scout Association guidance. This framework is intended for use only in exceptional circumstances to address persistent challenging behaviour or continual breaking of the Code of Conduct;
- 1.3. Every Member has the right to be free from bullying or intimidation while in Scouting.

2. Purpose

- 2.1 To create a positive and respectful environment where we value and celebrate our differences;
- 2.2 To ensure consistency throughout the Group in the expectations of conduct from the Members and others which may include our Parents, Occasional Helpers and people who may be assisting the Group ('other Adults').

3. Responsibilities

- 3.1. The Members' and other Adults'
 - 3.1.1. Adhering to the principles of Scouting and the Group's Code of Conduct;
 - 3.1.2. Showing respect to fellow Members, other Adults and the Group's property together with the Group's environment;
 - 3.1.3. Demonstrating the highest possible standards of behaviour during Scouting;

- 3.1.4. Wearing uniform² or clothing appropriate to the evening or event that the Member or other Adult is attending;
- 3.1.5. Voicing concerns to the Section Leader, or equivalent ('the Leadership Team');
- 3.1.6. Immediately reporting any forms of bullying or discrimination to the Leadership Team.

3.2. Adult Members

- 3.2.1. It is the responsibility of all adults in Scouting within the Group to help develop a caring and supportive atmosphere, where bullying or discrimination in any form is unacceptable;
- 3.2.2. Any concerns relating to the above are dealt with immediately and reasonably to ensure that a satisfactory conclusion is met;
- 3.2.3. Discussing serious behaviour problems with the parent(s)/guardian(s) and following the Scout Association policy guidelines;
- 3.2.4. Not tolerating violence, threatening behaviour or abuse by the Members or other Adults;
- 3.2.5. Ensuring the Group's Behaviour Policy does not discriminate against any Member on the grounds of race, gender, disability, religion or belief, sexual orientation, or gender re-assignment, and that it promotes good relationships between people, groups of all kinds and different communities.

4. Levels of intervention

Whilst the Leadership Teams will do their best to prevent it being necessary to implement the measures outlined below, the Group Behaviour Policy exists to protect all the Members and other Adults, and to support our ability to deliver safe, fun Scouting.

- 4.1. If the Youth Member conducts themselves in a way that is inappropriate or non-compliant with the Code of Conduct, the Leadership Team will promptly discuss the matter with the Youth Member;
- 4.2. The Youth Member shall have an opportunity to rectify their behaviour/conduct. Any further inappropriate behaviour following the warnings may result in immediate exclusion from the present activity or task;

- 4.3. If the Youth Member does not take the opportunity to rectify their behaviour/conduct, the Leadership Team will take reasonable steps to liaise with the Youth Member's parent(s)/guardian(s) about their Youth Member's behaviour/conduct, discuss the issue and agree the next steps;
- 4.4. Should there be any further related behaviour issues this will be reported to the Group Scout Leader ('the GSL') for review and consideration of further action. This may include:
- 4.4.1. A meeting between the GSL, a member of the relevant Leadership Team, the parent(s)/guardian(s) of the Youth Member and the Youth Member, if appropriate, for review of the Youth Member's behaviour;
 - 4.4.2. A fixed period of exclusion of the Youth Member to allow reflection on his/her misbehaviour or misconduct;
 - 4.4.3. Further escalation or, if there is no change to behaviour/conduct, a permanent exclusion from Scouting with the Group. Such an exclusion would be undertaken in accordance with the process prescribed in the Scout Association's Policy, Organisation and Rules³ in consultation with the District Commissioner.
- 4.5. Parent(s)/guardian(s) of the Youth Member in question have the right to appeal to the GSL. If the parent(s)/guardian(s) of the Youth Member remain unsatisfied with the outcome, they may then appeal to the District Commissioner. Information on how to do this will be provided when necessary;
- 4.6. Conduct of Adult Members is to be dealt with in accordance with the Scouting Association's Policy, Organisation and Rules^{3,4}.

5. Directing concerns

- 5.1. For any concern or complaint, the first port-of-call is always the Section Leader;
- 5.2. If the Section Leader is not able to assist or rectify the matter, or if the concern is about the Section Leader, it should be directed towards the GSL;
- 5.3. Should the GSL be unable to assist or rectify a concern, the GSL may refer the issue to the District Commissioner, in accordance with the Scout Association's policy for dealing with concerns and complaints.

References

1. Fundamentals of Scouting: <https://www.scouts.org.uk/por/1-fundamentals-of-scouting/>
2. Uniform, badges and emblems: <https://www.scouts.org.uk/por/10-uniform-badges-and-emblems/>
3. Complaints, suspensions and dismissals: <https://www.scouts.org.uk/por/15-complaints-suspensions-and-dismissals/>
4. "Young People First" code of practice (Yellow Card): <https://members.scouts.org.uk/supportresources/3099>

Version Control

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