Behavioural Policy

Scouting should be an enjoyable experience and promoting positive behaviour is essential to the smooth running of any activity. This Policy provides a foundation for the running of the Group and reduces the chance of challenging behaviour occurring to ensure that activities are fun, engaging and safe for everyone.

As leaders of the Scout Movement, we are required to operate within the framework of the Scout Association’s Policy, Organisation and Rules ([POR](https://www.scouts.org.uk/por/1-fundamentals-of-scouting/)). This document is available for anyone to download and view at the Scout Association website.

As leaders and parents, adults in Scouting have an important role in supporting young people to manage their own behaviour and make positive choices. Scouting is an ideal place to expect positive behaviour.

The Scouting [Purpose](https://www.scouts.org.uk/por/1-fundamentals-of-scouting/the-purpose-of-scouting/) and [Method](https://www.scouts.org.uk/por/1-fundamentals-of-scouting/the-scout-method/) is based on personal development, learning by doing and enjoyment, and a key part of the [Promise](https://www.scouts.org.uk/volunteers/inclusion-and-diversity/including-everyone/faiths-and-beliefs/the-scout-promise/) is being helpful to others

**The Scouting Method**

Scouting takes place when young people, in partnership with adults, work together based on the values of Scouting and:

* take part in activities indoors and outdoors
* learn by doing
* share in spiritual reflection
* take responsibility and make choices
* undertake new and challenging activities
* make and live by their Promise.

**The Scouting Purpose**

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

Every young person at some point will probably behave in a challenging way. It's a natural process of growing up and testing boundaries, as young people learn more sophisticated ways to communicate and express themselves.

We understand that the reasons for challenging behaviour can be many and varied and may well lie outside Scouting and its activities.

Reasonable Adjustments

Some behaviours may be linked to medical conditions, disabilities or additional needs. See [supporting those with additional needs and neurodiversit](https://www.scouts.org.uk/volunteers/inclusion-and-diversity/supporting-those-with-additional-needs-and-neurodiversity/)y for information and guidance on [autism](https://www.scouts.org.uk/volunteers/inclusion-and-diversity/supporting-those-with-additional-needs-and-neurodiversity/communication-and-interaction/autism/). It's important to [work with parents/ carers](https://www.scouts.org.uk/volunteers/inclusion-and-diversity/supporting-those-with-additional-needs-and-neurodiversity/working-in-partnership-with-parents-and-carers/) to plan support strategies and to [make reasonable adjustments](https://www.scouts.org.uk/volunteers/inclusion-and-diversity/supporting-those-with-additional-needs-and-neurodiversity/reasonable-adjustments/)to meet their needs. We request that parents/carers share with us any strategies, or an educational health care plan used in other settings which might be helpful.

Positive Behaviour

Positive behaviour needs to be planned for, modelled, taught, and acknowledged; it does not happen by accident. The Group will adopt best practice in this area and all leaders should be trained in [Promoting Positive Behaviour](https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/supporting-life-issues-and-young-people/volunteers-responsibilities/promoting-positive-behaviour/).

**Promotion of Positive Behaviour**

* Know the young people and parents/carers in the section
* Good programme planning
* Establish good routines and systems
* Set standards with young people
* Agree a plan if standards are not met
* Use positive language and communication
* Offer praise and encouragement
* Lead by example

Code of Conduct

The basis of the policy is for the young people to follow the [Promise](https://www.scouts.org.uk/volunteers/inclusion-and-diversity/including-everyone/faiths-and-beliefs/the-scout-promise/) that they made when they were enrolled in the Section. They must also follow the principles of the Scouting Method (above) along with the Scout Association’s [Child Protection](https://www.scouts.org.uk/about-us/policy/safeguarding-policy-and-procedures/) and [Anti-Bullying Policy](https://www.scouts.org.uk/about-us/policy/volunteer-anti-bullying-and-harassment-policy-procedures/) via their Code of Conduct

Each Section will establish its own ‘Code of Conduct’ developed in partnership with the Young People, this will be reviewed and agreed each term and will be written in a style appropriate to the age group.

An example might be:

* Listen when others are talking.
* Be respectful, kind, and polite.
* Be a good friend.
* Try to stay positive.
* Respect people’s property.
* Do your best to be on time.
* DON’T hurt other people.
* DON’T be disruptive.

Our Values

As Scouts we’re [guided by the values](https://www.scouts.org.uk/por/1-fundamentals-of-scouting/the-values-of-scouting/) of integrity, respect, care, belief and co-operation. When applying this policy, these values should be at the forefront of every interaction and decision that’s made, and all involved should be regularly reminded of them.

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.

Induction

A young person should not be invested unless they can demonstrate that they understand the Promise.

As this process usually takes several weeks, we normally accept new members into the Group at the beginning of a school term, and they are only invested after they have attended four sessions. During this period the young people will learn about Scouting, get to know the leaders, and learn about our Code of Conduct.

**The Child Protection Policy**

“We recognise that the welfare of children, young people and adults at risk is paramount and that all children, young people and adults at risk, regardless of age, disability, gender, gender reassignment, pregnancy, maternity, marriage/civil partnership, race, religion and/or sexual orientation (all defined as protected characteristics within the Equality Act 2010) have the right to equal protection from all types of harm or abuse.”

**The Anti-Bullying Policy**

"Children have the right to protection from all forms of violence (physical and mental). They must be kept safe from harm, and they must be given proper care by those looking after them." (The United Nations Convention on the rights of the Child, Article 19).

The Scout Association is committed to this ethos and seeks to ensure, as far as is reasonably practicable, the prevention of all forms of bullying among members. To this end all Scouting activities should have in place rigorous anti-bullying strategies.

Anti-Bullying Code of Conduct

It is the responsibility of all adults in Scouting to help develop a caring and supportive atmosphere, where bullying in any form is unacceptable. [(POR Rule 2.5)](https://www.scouts.org.uk/por/2-key-policies/#2.5)

It’s important for everyone in Scouting to understand the important role they play in responding to and preventing bullying. The [Anti-Bullying Guide](https://cms.scouts.org.uk/media/7015/anti-bullying-guide.pdf) has been written to help address bullying and take steps to reduce the chances of it happening in the Group. We also have our [Anti-Bullying Code of Conduct](https://cms.scouts.org.uk/media/7289/scouts-anti-bullying-code.pdf).

Certain types of bullying or harassment, if linked to the protected characteristics of the [Equality Act 2010](https://www.gov.uk/guidance/equality-act-2010-guidance), will be unlawful and can lead to civil proceedings being taken against the person responsible. In some cases, the behaviour may constitute a crime such as racial hatred or sexual assault and therefore could lead to a report to the police being made and a criminal prosecution.

Complaints that involve a protected characteristic, reach the criminal threshold or are serious in their nature should be discussed with the [Safeguarding Team](https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/reporting-a-concern-to-safeguarding/).

Child Protection Procedures

It’s the responsibility of all adults in Scouting to make sure that their behaviour is appropriate at all times.

The [Yellow Card](https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/safe-scouting-cards/young-people-first-yellow-card/) sets out a Code of Practice which is essential for all adults in Scouting to follow. Any safeguarding concerns regarding a child or young person must be reported to the Safeguarding Team via the Group Scout Leader or District Commissioner or direct to the Safeguarding Team, advising the Group Scout Leader or District Commissioner after making the referral.

**If in doubt of what to do, contact the** [Safeguarding Team](https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/reporting-a-concern-to-safeguarding/). **If a child or young person is at immediate risk of significant harm call 999 and request the police.**

Dealing with Conflict

In line with Scouting values, the Group recognises its responsibility to deal fairly, constructively, and consistently with expressions of concern or dissatisfaction from members and non-members, including parents and carers on behalf of themselves or their children.

Focusing on the values of respect and care, the wellbeing and mental health of all involved when dealing with an expression of concern or dissatisfaction should be considered throughout. [Find out more on our Mental Health webpage](https://www.scouts.org.uk/volunteers/staying-safe-and-safeguarding/supporting-life-issues-and-young-people/supporting-our-members/mental-health/).

Raising a Concern

We acknowledge that it can be a difficult decision to report a concern of bullying and/or harassment about someone known to you. A volunteer may also feel unsure about whether the behaviour they are experiencing or witnessing amounts to bullying or harassment.

However, it’s important that action is taken promptly in order to prevent the situation deteriorating. All concerns raised should be done in-line with [Scouts’ Complaints policy](https://www.scouts.org.uk/about-us/policy/scouts-complaints-policy/).

Addressing Unacceptable Behaviour

If the behaviour of a young person, group of young people or adult is considered to have fallen below that stated in the ‘Code of Conduct’ then the person/s involved will be asked by a leader to stop. If the negative behaviour continues, then the leader may give up to two official verbal warnings. Upon the second verbal warning they will be informed that if their behaviour does not improve a Yellow Card will be issued.

The leader may choose to talk to a parent or carer after a session in order to establish a possible underlying cause.

**Yellow Card Letter**

Dear  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_(Parent/Carer)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_(Name) has contravened the following section(s) of the Group’s behaviour policy and has been issued with a Yellow card.

*Reason for card*

If this behaviour continues and a second yellow card is issued within the next four weeks, then this will automatically become a red card and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ be requested to miss one week’s meeting and any extra-curricular activities taking place during that week.

**Red Card Letter**

Addressing persistent disruptive behaviour is a sensitive topic and it is important to try to maintain a positive and open relationship with the parent/carer; [working together](https://www.scouts.org.uk/volunteers/inclusion-and-diversity/supporting-those-with-additional-needs-and-neurodiversity/working-in-partnership-with-parents-and-carers/) to support the young person to access Scouting. Where there is repetitive challenging behaviour or the challenging behaviour is severe, The Group Scout Leader should be involved.

A Red card will be given for:

* Fighting
* Bullying of any kind
* 2 Yellow cards in any 4 weeks

**1st Red Card Letter**

Dear  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_(Parent/Carer)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_(Name) has contravened the following section(s) of the Group’s behaviour policy and has been issued with a Red Card.

*Reason for card*

We would therefore request that he/she misses the meeting next week and any extra-curricular activities taking place.

If this behaviour continues and a second Red Card is issued within the next four weeks, then he/she will automatically be requested to miss two further weeks’ meetings and any extra-curricular activities taking place in the current or next quarter.  We will also request you and your child to attend a meeting with the Group Scout Leader and Section Leader to discuss the matter and try to resolve the reasons as to why this behaviour is recurring.  However, if conditions set at this meeting are not adhered to or a third Red Card is issued during the following quarter then your child will be asked to leave the Group

**2nd Red Card**

In the event that a second Red Card is issued the Young Person will be excluded for two weeks and a meeting held with parents and the Group Scout Leader. POR [Chapter 15](https://www.scouts.org.uk/por/15-complaints-suspensions-and-dismissals/#15.10) Complaints, Suspensions and Dismissals procedure.

Before formally suspending a young person, the District Commissioner should consult their County Commissioner and must inform the Country HQ.

The young person must also be offered an independent Scouting colleague to act as a supporter. The information sheet Supporting a Young Person Under Suspension provides relevant guidelines.

A second Red Card may lead to the parent or a suitable adult having to attend every session to provide one on one supervision for that Scout.

Dear  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_(Parents/Carers)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_(Name) has contravened the following section(s) of the Group’s behaviour policy and has been issued with a second Red card.

Reason for second Red Card.

We would therefore request that he/she misses the meeting for the next two weeks and any extra-curricular activities taking place.

The Group Scout Leader will be in touch to arrange a meeting to discuss the matter and try to resolve the reasons as to why this behaviour is recurring.  The young person will not be allowed back to the Group until this meeting has taken place. If conditions set at this meeting are not adhered to or a third Red Card is issued during the following quarter, then your child will be asked to leave the Group.

If the negative behaviour continues during the term(s), then the Group reserve the right to implement the Scout Association Policy, Organisation and Rules (POR) [Chapter 15](https://www.scouts.org.uk/por/15-complaints-suspensions-and-dismissals/#15.10) Complaints, Suspensions and Dismissals procedure.

No Beaver Scout, Cub Scout, or Scout may be dismissed from a Scout Group without the agreement of the Group Scout Leader.

Any Beaver Scout, Cub Scout or Scout who is dismissed has the right of appeal (with or without the aid of parents or guardians) to the District Commissioner. If requested by the person dismissed, the District Commissioner may appoint a committee to hear the appeal.

Reasonable opportunity must be given for the dismissed person to attend the meeting of such a committee to state a case against dismissal.

Where the District Commissioner has been involved in the original decision to dismiss, the County Commissioner will replace the District Commissioner for the purposes of any appeal.

Further Information

* Anti-Bullying guidance and resources at [scouts.org.uk/bullying](http://www.scouts.org.uk/bullying)
* POR Chapter 15: Suspensions and Dismissals at [scouts.org.uk/por](https://www.scouts.org.uk/por/15-complaints-suspensions-and-dismissals/)
* Guidance on additional needs at [scouts.org.uk/diversity](http://www.scouts.org.uk/diversity)
* Guidance on autism at [scouts.org.uk/autism](http://www.scouts.org.uk/autism)