

Crawley Explorer Scout Behaviour Policy – Version 1



Outline

All Explorer Scouts in Crawley District are expected to display good behaviour whilst undertaking scouting activities, in line with the five Scout 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.

This behaviour policy outlines the steps that will be taken by Crawley District Scouts where behaviour falls short of our expectations.

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 Explorer Units and everyone who is part of it. Fortunately, the incidents relating to behaviour are rare. 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 District 14-25 Lead Volunteer.

1. Code of Conduct

- 1.1 Each Explorer Scout Unit is encouraged to develop a code of conduct with input from the Unit's members.
- 1.2 The code of conduct should be updated periodically to reflect changes in membership. The timeframe for updating is at the discretion of the Explorer Scout Leader.
- 1.3 Explorers are to be made aware of the code of conduct when joining the Unit.
- 1.4 Explorer Scout Young Leaders must follow the code of behaviour and guidance outlined in Young People First ('Orange Card') when working with young people in the Beaver, Cub, or Scout sections.

2. Formal Warnings and Dismissal

- 2.1 Should an Explorer Scout display persistent ill behaviour, formal warnings will be given using the following model:
 - 2.1.1 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 Explorer Section Leader to discuss next steps will take place.

- 2.1.2 A formal verbal warning from the Explorer Scout Leader, explaining why the warning has been given and why the behaviour falls below our expectations. This may lead to immediate removal from the activity if deemed appropriate by the Explorer Scout Leader or 14-25 Lead Volunteer. The Explorer Scout Leader will also make the parents/guardians aware.
- 2.1.3 A formal written warning to the Explorer and their parents/guardians from the Explorer Scout Leader in consultation with the 14-25 Lead Volunteer. This will explain why the warning has been given and why the behaviour falls below our expectations. It will also explain that further misbehaviour will lead to dismissal.
- 2.1.4 Dismissal from Crawley District Scouts. In line with POR rule 15.10 this decision will be taken by the 14-25 Lead Volunteer.

- 2.2 Ill behaviour is defined as (but not limited to): bullying, failure to follow instructions from leaders, damaging property, fighting, offensive behaviour etc.
- 2.3 At the discretion of the Explorer Scout Leader, multiple formal verbal warnings may be given before progression to a formal written warning.
- 2.4 At the discretion of the Explorer Scout Leader and 14-25 Lead Volunteer, a formal written warning or dismissal may be given at the first behaviour transgression should the severity warrant this.
- 2.5 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.

3. Appeals

- 3.1 In line with POR rule 15.14, an appeal against dismissal may be brought to the District Lead Volunteer.
- 3.2 If the District Lead Volunteer was involved in the original dismissal, the appeal will be heard by the County Lead Volunteer.

4. Suspension

- 4.1 In line with POR rule 15.4, the District Lead Volunteer may suspend an Explorer Scout where they have been accused of a serious criminal offence or of behaviour that put adults or young people at serious risk of harm.
- 4.2 Further information about suspension can be found in POR rule 15.4.