

# 17th St Albans Scout Group



## Behaviour/Discipline Policy

The 17th St Albans Scout Group (referred to as the group) has a standard of acceptable behaviour that is required by young people (Beavers, Cubs, Scouts and Young Leaders) within the group.

The following is required by our youth members:

- Take an active part in activities
- Show respect to each other Listen and do not talk over each other or Leaders and Helpers
- Attend meetings on time and in uniform
- Follow instructions given by Leaders and Helpers
- Be respectful of the feelings of others
- Do not make any unnecessary physical contact
- Do not be disruptive
- Do not be a bully

The group has a strict anti-bullying policy (in line with the Scout Associations policy) and at no time will bullying (either physical or mental) be tolerated.

It is the group's aim and the responsibility of all adults in Scouting to help develop a caring and supportive atmosphere, where bullying in any form is unacceptable.

Adults in the group aim to:

- Be aware of the problems bullying may cause
- Be alert to signs of bullying, harassment or discrimination
- Take action to deal with such behaviour when it occurs, following Association policy guidelines
- Provide ways for young people to communicate any concerns they may have
- Encourage young people and adults to feel comfortable and caring enough to highlight attitudes or behaviour they do not like.

# Disciplinary Action, Warnings and Suspension/Dismissal

In the situation where a leader finds a young person is contravening the above, disciplinary action may be taken under the following guidelines:

1. Seek advice by consulting with fellow leaders, the Group Scout Leader, or the Trustee Board, as appropriate.
2. Discuss with the parent/guardian of the Member(s) concerned for any background or guidance that may be of assistance.

If behaviour does not improve, then a leader may:

1. Give a verbal warning to the Member
2. Give a second verbal warning to the Member and inform the parent/guardian
3. Give a written warning to the Member giving a deadline for improvement and advising that formal suspension and/or dismissal will be sought for non-compliance.

At each stage the Group Scout Leader must be informed of the action taken

## Summary Suspension and Dismissal

In the event that a Member is accused of a serious criminal offence or of behaviour that puts people or property at serious risk, the Member may immediately be suspended, pending further investigation.

Suspension is not a disciplinary sanction or an indication of guilt: it ensures that no situation can arise that may cause further concern and allows a period where further information may be received and, if appropriate, within which the statutory agencies (typically the police or social services) may carry out their duties.

Where a Membership has been suspended, they may not participate in any activity connected with Scouting and must not wear the uniform or badges.

The parent(s)/guardian(s) of the Member must be informed of the suspension in writing.

Any of the above actions MUST be recorded and stored centrally (usually on OSM).