



259th Sheffield Scout Group

Behaviour Policy

INTRODUCTION

This policy aims to set out standards of behaviour that all members of the Group should adhere to. This includes young people, Young Leaders, Section Teams, Trustees, parent helpers, and any other people associated with the Group. This policy primarily deals with behaviour standards for our young members, but discusses adult behaviour violations in the final section.

This policy sets out how we expect our members to behave, in line with Scouting behaviour policies and values, and the processes that are followed if a member fails to meet these standards. All behaviour policy violations are handled individually, fairly and confidentially. Any questions about the behaviour policy can be directed to your child's Section Team Leader or the Group Lead Volunteer.

SCOUTING VALUES

As members of Scouts, we are guided by the following 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 cooperate with others and make friends.

We expect our members to act in accordance with these values at all times. All our leadership team are volunteers, and devote a considerable amount of their time to planning and running our programme, camps and other activities. As such, we

expect our leaders to be treated with respect by our young people and their families. It is unfair on all members if our meetings are disrupted by poor behaviour.

Young people joining our Group will not be invested until we are satisfied that they are acting in accordance with our values - typically around 4 weeks into their first term with us.

CODE OF BEHAVIOUR

The 259th Sheffield Group expects all our young people to follow the code of behaviour set out below. In each case, "We" refers to all young people and Young Leaders in all sections:

- We will attend meetings regularly, on time and in proper uniform.
- We will come to meetings to enjoy ourselves and have fun, understanding that we all need to respect each other and the promises that we have made.
- We will join in and work as a team particularly when in our Lodges/Sixes/Patrols which we understand may not be grouped with existing friendship groups.
- We will listen to and respect each other.
- We will be inclusive to everyone, however they may appear to differ from us.
- We will be respectful and pay attention during quiet times, ceremonies and when a leader is talking.
- We will accept instructions from our Leaders, Lodge Leaders/Sixers/Patrol Leaders, additional helpers, and visitors running an activity. We will ask politely if we do not understand an instruction.
- We will not deliberately break the rules, cheat or disrupt games/activities.
- We will change our behaviour when warned if we have not noticed ourselves.
- We will look after and respect equipment and property belonging to the Scout Group or other persons.
- We will never bully, harass or pick on anyone.

Continued good behaviour will encourage the Section leaders to consider a young member for the role of Lodge Leader, Sixer, or Patrol Leader.

MEMBERS WITH ADDITIONAL NEEDS

We understand that some of our members may require additional support or have additional needs that means our code of behaviour is more difficult for them to follow. We also understand that all young people have bad days and go through difficult times in their lives.

We expect parents to communicate with the Leaders of the section if they know about any concerns or problems that might affect their child's involvement or behaviour.

It is extremely important that the Group is made aware of any circumstances that may affect a young person's behaviour while they are part of our Group, so we can do our best to make Scouting accessible to them. Please see our Membership Policy for more information about how we work with members who require additional support.

IF A YOUNG PERSON VIOLATES THE CODE OF BEHAVIOUR

If a young person's behaviour is not in line with our Code of Behaviour as set out above, their Section leadership team may choose to issue a warning, a yellow card, or a red card, depending on the severity of the behaviour. This section of the policy sets out the process for each of these possibilities.

Warning

If the behaviour of a young person, or group of young people is considered to have fallen below that stated in the Code, the young person/s involved will be taken aside by a leader and warned about their behaviour. The leader may choose to remove the young person/s from the current activity to allow time to reflect on their behaviour and for the safety/enjoyment of others.

The young person/s will be told that if the behaviour does not improve, a Yellow Card will be issued. The leader may, if they feel it is necessary, talk to the young person's/people's parents at the end of the meeting, or contact them by email, to discuss the behaviour and any underlying circumstances.

Yellow card

If the poor behaviour continues following a verbal warning, or if the behaviour is significant enough on its own, a Yellow Card will be issued. The young person/s involved will be removed from the current activity for as long as the leadership

team considers necessary, to reflect on their behaviour and for the safety/enjoyment of others.

Examples of behaviour where a yellow card may be issued (not limited to):

- Consistent talking when expected to listen
- Consistent disruptive behaviour, including wandering off during activities
- Use of inappropriate language or name-calling
- Failure to follow instructions from leaders, leading to high risk or disruption
- Damaging or destroying property

The leader will talk to the parents at the end of the meeting to discuss the situation. If this is not possible, the parents will be contacted by email. If necessary, the section leader may ask for a meeting with the section leader, GLV and parents. The young person/s involved may not be allowed to attend Scouting meetings and activities until this meeting is held.

In any case, an email detailing the consequences of the yellow card will be sent to the parents (see Appendix 1).

The yellow card will be retained on the young person's record for half a term from the date it was issued.

Red card

If the young person's poor behaviour continues to the extent that they are issued a second Yellow Card within half a term, or if their poor behaviour is significant enough on its own, a Red Card will be issued. The young person/s involved will immediately be asked to sit out the remainder of the meeting and their parents will be called at the earliest opportunity to collect them.

Examples of behaviour where a red card may be issued (not limited to):

- Fighting or violence of any kind
- Bullying of any kind
- Engaging in the use of abusive, sexist, racially derogatory or otherwise offensive language

The Section leader will talk to the parents, if safe to do so depending on the activity and available adults, when the Young Person is collected. This will be followed up with an email detailing the consequences of a red card (see Appendix 1).

The Young Person will not be allowed to attend the next two regular section meetings and any other Scouting activities within that time (e.g. camp), regardless

of the planned activity. Any funds paid for the missed meetings/activities will not be refunded. The red card will be retained on the young person's record for one term from the date it was issued.

A meeting must be held with the young person's parent/guardian, Section Team Leader and Group Lead Volunteer to discuss the young person's behaviour. The young person will not be able to attend section meetings or Scouting activities until this meeting has been held.

If a young person is issued a second Red Card within one term, the Group Lead Volunteer may ask the young person to leave the Group, effective immediately. Any subscription fees for the month in which the young person is asked to leave the Group will not be refunded.

EXAMPLES OF UNACCEPTABLE BEHAVIOUR

The following non-exhaustive list contains some examples of behaviour that violates our Code of Behaviour.

- Unwanted physical contact with another member
- Disobedience
- Overly boisterous
- Bullying
- Selfish or deliberate acts not in the interest of the other members or Leaders
- Aggressiveness
- Consistent disinterest in the Scouting Laws, Promise and activities
- Using electronic devices during meetings (unless authorised to do so)
- Lying
- Cheating
- Being ungrateful or greedy
- Disrupting games by cheating or not accepting a decision (eg being 'out')
- Being disrespectful
- Engaging in the use of any form of offensive, abusive, or derogatory language
- Stealing
- Walking away from the group or activity location
- Risk-taking behaviour (activity-specific)

IF AN ADULT VIOLATES THE CODE OF BEHAVIOUR

The process to deal with adult members, helpers or other adults involved in the Group who violate the Code of Behaviour will vary depending on their role.

Non-members of Scouting

If an adult who is not a member of Scouts (e.g. a parent helper, or external activity provider) violates our Code of Behaviour, the Section Team Leader or other leader in charge (e.g. GLV, Section Team Member) may ask them to immediately leave the meeting or event. Depending on the severity of the behaviour, the Group may ask the adult not to attend Scouting meetings or events in future.

Members of Scouting

If an adult member (e.g. Section Team Member) is seen to violate the Code of Behaviour, this must be reported to a leader or trustee within the Group (e.g. the Group Lead Volunteer, Family Liaison trustee, or another Section Team Member) so that it can be escalated in line with Scouts Policy, Organisation, and Rules. The Scout Association has strict policies to deal with cases like this.

CONFIDENTIALITY AND FAIRNESS

All issues related to behaviour are dealt with individually, fairly, and confidentially. Details of any behaviour-related incidents are only shared with people who absolutely need to know (e.g. other Section Team Members who need to be aware of past behaviour, the Group Lead Volunteer in the event of a red card, parents of any young people who were affected by the behaviour, etc.).

Incidents where a yellow card or red card was issued may be discussed with the Trustees, as these are often safeguarding issues and may require changes to policies or risk assessments. However, these are discussed anonymously at Trustee meetings.

Any members or parents who feel that a behaviour issue has not been dealt with fairly are encouraged to first discuss the issue with their Section Team Leader. If concerns remain, they may contact the Group Lead Volunteer to discuss the situation.

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APPENDIX 1: Email templates

Yellow card email template

Dear Parents,

[Young person] has breached the following section(s) of the 259th Sheffield Scout Group behaviour policy and has been issued a Yellow Card.

[Reason for Yellow Card]

If [young person's name] is a [Beaver Lodge Leader, Cub Sixer / Seconder, Scout Patrol Leader / Seconder] they are at risk of losing their stripes.

[IF REQUIRED: They will be unable to return to Scouting until we have held a meeting with you, the Section Team Leader, and the Group Lead Volunteer to discuss their behaviour, try to resolve the reasons why this behaviour has occurred, and set out conditions for going forward.

This yellow card will remain on their record for half a term. If they are issued another Yellow Card within that time, this will be considered a Red Card.

A Red Card will result in missing 2 meetings and require a parent meeting with the Section leadership team and the Group Lead Volunteer before they can return to Scouting.

If they receive a second Red Card, they will be asked to leave the Group.

We welcome your support to best help your child within Scouting and hope they can continue their Scouting journey with us.

Red card email template

Dear Parents,

[Young person] has breached the following section(s) of the 259th Sheffield Scout Group behaviour policy and has been issued a Red Card.

[Reason for Red Card]

If [young person's name] is a [Beaver Lodge Leader, Cub Sixer / Seconder, Scout Patrol Leader / Seconder] they have now lost their stripes and no longer have this role.

They will miss the next two meetings and will be unable to return until we have held a meeting with you, the Section Team Leader, and the Group Lead Volunteer to discuss their behaviour, try to resolve the reasons why this behaviour has occurred, and set out conditions for going forward.

The Red Card will remain on their record for one term. If the conditions set at our meeting are not adhered to within a reasonable time frame and/or a subsequent Red Card is issued within one term, your child will be asked to leave the Group.

We welcome your support to best help your child within Scouting and hope they can continue their Scouting journey with us.