

## Behaviour Policy

Version 3 8<sup>th</sup> June 2020

As we know every child is different and they have their own unique needs and understanding of the world around them. Adults in Scouting always try to help support and understand all children, but for us to achieve that aim we ask you, as parents/guardians, are honest with the Leaders and make us aware if your child has any additional needs. This allows our Leaders to understand the requirements of your child and allows us to change or amend our way of working and, if appropriate even accept certain traits and behaviours.

**We will always challenge poor behaviour but always in a unique way to the child we are speaking to.**

That said we still need good behaviour from all our young people in the group. Should we have a problem with your child we will of course speak with you and we hope that working together we will ensure the young person is supported in making better choices.

**We will never accept bullying we will ask members to leave the group if it continues**

During camp activities, and our regular meeting nights, when we witness, or it is brought to a Leader's attention, that bad behaviour had occurred we will deal with the incident immediately. Depending on the severity of the incident will affect the course of action we take and the outcome. In most cases a simple chat with the child about their behaviour and how it can be corrected by them is all that is needed. However, when this occurs, we will not necessarily speak with parents/guardians as we deem it unnecessary. Should be the situation be more serious and parent/guardian intervention is required, we will either speak with you when you collect your child, or a Leader may contact you later regarding the incident of bad

Group Chair: Alex Edwards [chairperson@7thdarlingtonseascouts.org.uk](mailto:chairperson@7thdarlingtonseascouts.org.uk)  
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behaviour. In the worst-case scenario, we may ask you to come and collect your child from the venue we are at.

When an incident of bad behaviour is so extreme that we need to issue consequences, these are detailed below.

All incidents will be fully investigated by the Leader in charge at the time and will pass their findings onto the GSL. The GSL and Leader in charge will then make an informed decision and involve the parents/guardians at that time: the relevant sanctions will be implemented.

Above all, we must remember that children are children and bad behaviour comes and goes it is a normal part of their development. It allows the child to grow and learn to understand what is expected of them.

Having a formal written policy allows the group, and parents/guardians, to have a clear understanding of what is acceptable and what the consequences may be applicable.

### **Minor issues**

These will be dealt with immediately by the Leader in charge locally and there will be no need to inform GSL or parents/guardians. The matter will be deemed to have been closed following an informal chat with the child.

### **Repeated minor issues**

If the behaviour continues then the Leader in charge will speak with the GSL. At that point either the Leader in Charge or the GSL will speak with parents/guardians to make them aware that there is a behavioural problem. It is hoped that the parents may, at that time, be able to explain the reasons for the poor behaviour. If necessary, a plan, agreed by the GSL and the parents/guardian, will be put in place with the expectation that the behaviour can be managed and will improve.

### **Serious issues or no improvement of repeated minor issues**

GSL will speak with parents/guardians and a first stage 'Behaviour Note' added to the child's MyScout private record card (GSL and Section Leaders only have access to this). The behaviour note will have date and times of what has happened and acknowledge that parents were spoken to. Other decisions noted may include the

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fact that the child has been sent home from the camp activity or Wednesday meeting night. This 'behaviour note' will stay on the child's record for 6 months and will then be removed and forgotten. If a child gets more than 3 'Behaviour notes' in a six-month period, we will invite the parents/guardian, and child, for a chat to see what we can do to support the young person in making better choices and implement some strategies to help prevent them from a bad behaviour event. All 'Behaviour Notes' will be added to MyScout by the GSL based on information from the Leader in charge. The GSL will be responsible for removing Behaviour Notes when they expire.

### **Most extreme event.**

Should a situation arise that the Leader in charge deems the child's behaviour to be so extreme to warrant the necessity for their parent/guardian to be contacted to request that they collect them from the venue then the GSL will immediately be informed. The GSL will automatically instigate an investigation and will take further advice from the District, County and National Headquarters. Once this has been completed the parents/guardian, and child, will be invited to a meeting to discuss what happened and seek assurances from those present that it will not happen again. Only in an absolute extreme case would we ask the child to leave the group and this would be after taking advice from District, County and National Headquarters. The only exception to this procedure would be if we are aware that the incidents relate to bullying. Under those circumstances the child that is the perpetrator will be asked to leave the group immediately

### **Right of Appeal**

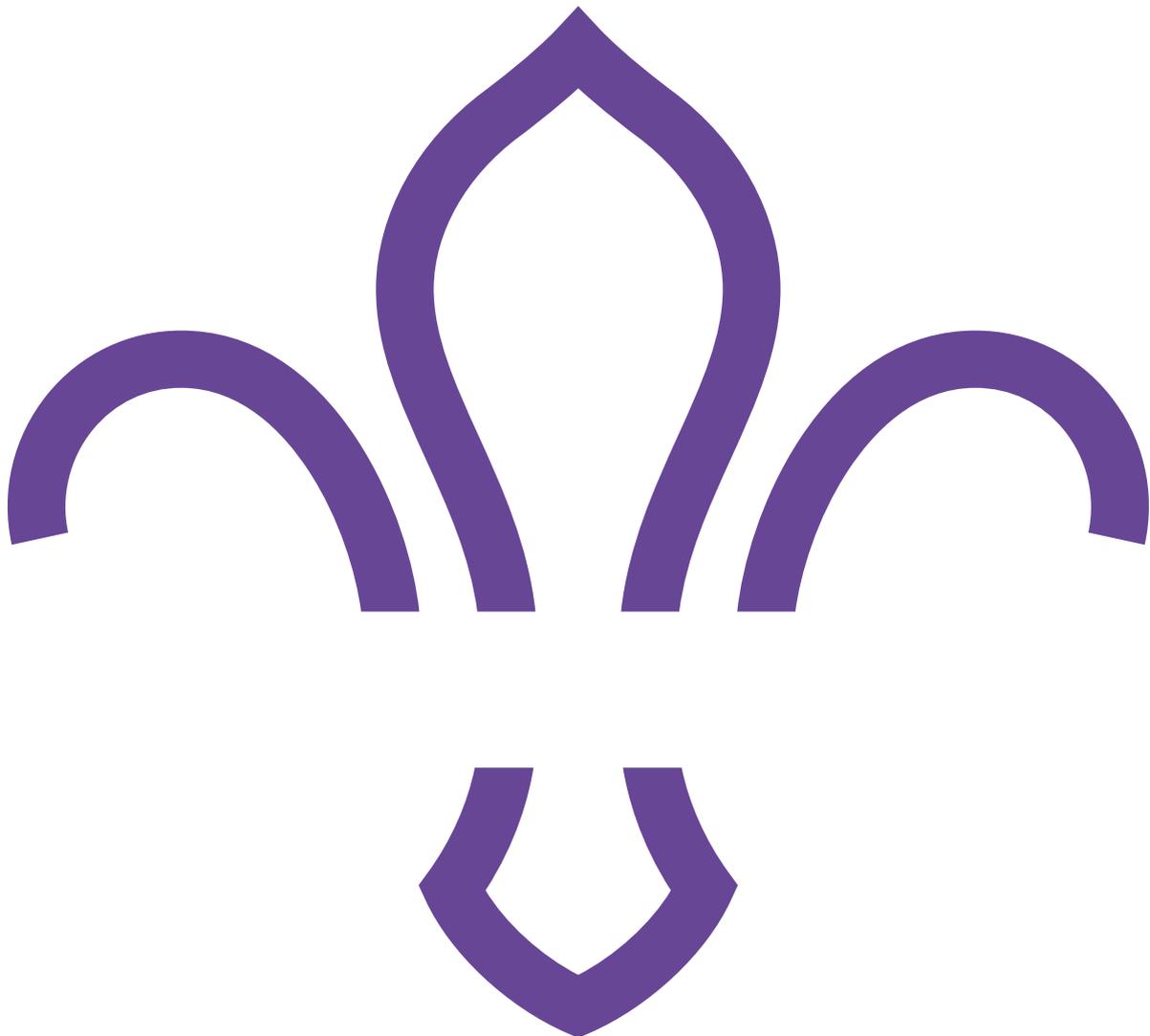
All parents have the right to appeal against the decisions made regarding their child however, it is hoped that by working together from when the behaviour problem was first identified that they will support the reason for the action we have had to take.

If a parent/guardian is not happy about the decision, in the first instance, they should formally write to the Group Secretary detailing, their concerns:  
[group.secretary@7thdarlingtonseascouts.org.uk](mailto:group.secretary@7thdarlingtonseascouts.org.uk)

The Group Secretary will pass on the letter to the Group Executive Committee who will, after seeking advice and guidance, review the incident. Following the review parents/guardian will receive written notification of their decision.

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Should a parent/guardian not accept the outcome from the review made by the Group Executive Committee then they can make a formal complaint to the District. A complaint should be made in writing and forwarded to the District Secretary: their contact details will be made available upon request.



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