

## Young Leader Rewards and Sanctions

There are many expectations of Young Leaders, particularly surrounding how they uphold the scouting values and maintaining the Young leader conduct agreement. We therefore feel it important to reward the Young Leaders when they consistently hold themselves to high standards of conduct. Contrastingly however, we also feel it important that when Young Leaders are bringing their own reputation and the reputation of the Young Leaders and the group into disrepute, they are held responsible for their actions.

### Rewards System

- As part of their role, the Young Leader Co-ordinator will monitor all Young Leaders. This will be done by having conversations with the leadership team surrounding the Young Leaders responsibilities and conduct and the way they manage their role. The Young Leader Co-ordinator will also observe the Young Leader in their role and have frequent discussions with them surrounding their progress and role as a Young Leader. It is on these observations that the Young Leader Co-ordinator will base most of their decisions surrounding the rewards system on.
- At the end of each half term, the Young Leader Co-ordinator will award one Young Leader with the Outstanding Young Leader Award. This will be given to a Young Leader who has consistently performed outstandingly in their role and gone above and beyond the requirements of their role. When awarded with this award the Young Leader will receive a certificate recognising this award along with a £5 gift card chosen by the Young Leader Co-ordinator.

- The Young Leader Co-ordinator withholds the right to decide the value of rewards given alongside the Outstanding Young Leader Award in particular cases.

## Sanctions System

- As part of their role, the Young Leader Co-ordinator will monitor all Young Leaders. This will be done by having conversations with the leadership team surrounding the Young Leaders responsibilities and conduct and the way they manage their role. The Young Leader Co-ordinator will also observe the Young Leader in their role and have frequent discussions with them surrounding their progress and role as a Young Leader. It is on these observations that the Young Leader Co-ordinator will base most of their decisions surrounding the sanctions system on.
- If a Young Leader is found to be grossly breaking the expectations set out in the Young Leader Conduct Agreement or found to be acting in any other type of gross misconduct deemed by the Leadership Team, they will be formally given a sanction. If this is the Young Leaders first instance of misconduct, they will be given a warning about their behaviour. If they have previously been issued a warning however, they will receive a Strike. An explanation of the Strike hierarchy and the associated consequences can be found below.

- Warning

Strike 1

Strike 2

Strike 3 – Asked not to attend 1 week of Scouting Activities. A Support Meeting is held with the Young Leader, the Young Leader Co-ordinator and the Group Scout Leader in which a Support Plan is agreed on and put in place to support the Young Leader to understand and uphold the expectations of their role. Parents will be invited to this meeting.

Strike 4

Strike 5 – Asked not to attend 3 weeks of Scouting Activities. A Support Meeting is held with the Young Leader, the Young Leader Co-ordinator and

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the Group Scout Leader in which the Young Leaders future with the group is discussed and the Support Plan is revisited. Parents will be invited to this meeting.

- Decisions regarding moving forward from Strike 5 will be made in the Support Meeting.
- Typically, an informal discussion with the Young Leader Co-ordinator surrounding the Young Leaders misconduct will follow the issuing of a warning/strike.
- The Young Leader Co-ordinator and the Group Scout Leader withhold the right to alter the sanctions given to Young Leaders in outstanding circumstances. This will be done through a discussion with all involved parties.
- If a Young Leader does not receive a sanction for a period of 6 months, all previous Strikes and Warnings will be cleared from the Young Leaders record.

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