

1st Fenstanton & Hilton Scout Group



Group Behaviour Policy

Introduction

The primary aim of Scouting is for everyone to have fun whilst enjoying a varied range of activities that both challenge and engage all those who take part. By living the Scout Promise and Law Beavers, Cubs and Scouts have the opportunity to develop friendships and relationships, learn citizenship, learn new skills and experience activities and adventure in a safe supportive environment.

Whilst the Leadership team and Executive Committee are conscious of the fact that scouting isn't school, everyone involved needs to respect the fact that the smooth running of the Section programmes, including visitors, camps and trips, can only be achieved with the co-operation, respect, and self discipline of all involved. Ill discipline and obstructive behaviour often leads to others not enjoying activities, and in certain circumstances can be dangerous if it prevents leaders and supporters from actively managing situations which involve some risk e.g. outdoor activities, cooking etc.

The 1st Fenstanton & Hilton Scout Group wants everyone (children, parents, guardians and volunteers) to get involved and enjoy themselves, however in order to facilitate this a minimum level of behaviour is expected from all who take part.

In recognition of this the Leadership team will consider behaviour, level of engagement and attendance when offering Section Members opportunities to undertake activities over and above the weekly programme e.g. visits, camps. The same considerations will be applied (as part of an agreed criteria) when the number of Section Members wishing to progress to the next Section exceed the available places on offer. E.g. Cubs to Scouts.

All Sections are expected to follow these rules. All children, parents / guardians will be asked to agree to support this policy for the duration of the child's time in the 1st Fenstanton & Hilton Scout Group. A signature to that effect will be required from all current Members when this policy is issued and then on first joining the Group or when moving Sections.

Behaviour Policy

The Leadership team sees its involvement as a partnership with parents / guardians in the development of a Beaver / Cub / Scout and is responsible for monitoring the behaviour of Members at meetings and activities. Where intervention is necessary parents / guardians of those who misbehave will be informed and asked for assistance in dealing with it.

It is the intent of the Leadership team to be pro-active and decisive with regards to discipline for poor behaviour. It is understood that a child's involvement at Section meetings and events is where our Leadership team has the best opportunity to teach and reach a child on a personal level and for this reason the Group does not intend to withhold meetings or events as a form of punishment for poor behaviour except as a last resort for the child, for the stability of the Section or as the culmination of the Group Red / Yellow Card disciplinary process.

Behaviour Code

We, the Members of the 1st Fenstanton & Hilton Scout Group, agree to:

- Come along to Beavers / Cubs / Scouts to enjoy ourselves and have fun.
- Respect our leaders, each other and the Cub / Scout Law and Beaver / Cub / Scout Promise that we make.
- Come to meetings regularly, on time and in proper uniform.
- Join in and engage with all activities and work as a team particularly when in Lodges / Sixes / Patrols.
- Listen to our leaders whenever they ask for quiet or are giving instructions.
- Accept instructions from Leaders including Patrol Leaders or Sixers.
- Not make noise or cause disruption during quiet times like flag break or Grand Howl, when game rules are being explained, or when a Leader requests silence.
- Treat everyone with due respect and not to discriminate on the basis of class, ethnic origin, nationality (or statelessness), race, gender, sexual status, mental or physical ability, appearance, political or religious belief.
- Have no tolerance for bullying, harassment or picking on others particularly younger children.
- Recognise that some Scouting activities require special skills before they can be undertaken and that attendance and engagement at training evenings will be necessary before a Section Member can take part in certain camps and adventurous activities.
- Accept the decision in any game invoking elimination (someone being out) if it is given against them.
- Stop immediately if warned about unacceptable behaviour.

We, the adults of the 1st Fenstanton & Hilton Scout Group, agree to:

- Act as role models for Members of our Section.
- To treat everyone with due respect and not to discriminate on the basis of class, ethnic origin, nationality (or statelessness), race, gender, sexual status, mental or physical ability, appearance, political or religious belief.
- To apply the Behaviour Policy fairly and justly at all times, keeping accurate records as listed.
- To undertake and validate the Scout Association Adult Training modules 14 & 15 (“Young People Today” and “Challenging Behaviour”) within one year of appointment.
- To undertake the mandatory Scout Association Safeguarding Training within one year of appointment.

(Versions suitable for use with each age group can be found in Appendix 1 – Beaver Code, Appendix 2 – Cub Code, Appendix 3 -Scout Code)

Green / Red / Yellow Card Disciplinary Process

All disciplinary actions will be appropriate to the young person concerned and take account of their age and personal circumstances. Parents / guardians will be kept informed of any unacceptable behaviour and actions deemed necessary to deal with the situation.

Decisions to issue verbal warnings and Green / Yellow / Red Cards will be based on consensus agreement between all leaders present at a particular meeting, and not on an individual leader basis.

Individual Yellow Cards can be “earned back” by the demonstration of consistently improved behaviour over a sustained period of time.

Stage One - Verbal warning or Green Card

If a Section Member demonstrates behaviour that has fallen below the “Group Behavioural Code” they will be issued a verbal warning or Green Card by a leader (including Young Leader or Patrol Leader) which will be recorded by the supervising adult. They will be told to stop whatever they are doing and warned that they will be issued with a Yellow Card if they do not comply.

Examples of unacceptable behaviour incurring a verbal warning / Green Card could be: -

- Continual talking, or verbal disruption when a Leader has asked for quiet
- Continuing with unacceptable or disruptive behaviour after being directly told to stop.
- Persistent refusal to follow instructions, or the rules of a game

Stage Two - Yellow Cards

If a verbal warning / Green Card is ignored, and the offending behaviour continues the Section Member will be issued with a Yellow Card. The Section Leader will record the name and details of the incident. The parents / guardians of the Section Member will be informed of the issue of the Yellow Card either at the end of the meeting or by e-mail following the meeting. The Section Member will as a minimum punishment automatically sit out the next 10 minutes of any activity. Depending on the incident the punishment may involve a longer time sitting out e.g. until the end of a particular game or programme activity.

More serious bad behaviour could result in an immediate Yellow Card

Examples of unacceptable behaviour incurring an immediate Yellow Card could be:

- Threatening language or behaviour – (not involving use of physical violence).
- Careless disregard of property leading to its damage.
- Challenging the authority of any Leader / Instructor or Supporter.

If a Section Member receives a total of four Yellow Cards over two term programmes he / she will be issued a Red Card as detailed below.

Stage Three - Red Cards

If the Section Member commits a **second** Yellow Card offence on the **same** night / event they will receive a Red Card. Again, name and details of issue will be recorded and the Section Member will not be allowed to take any further part in that particular Colony / Pack / Troop meeting / event.

Parents / guardians will be advised of the issue of a Red Card as soon as possible. If practical the Section Leader will send for a parent / guardian to collect their child early. Sending a Scout home (if he / she makes his own way to Troop meetings) will be considered only after a parent / guardian has been contacted and advised.

If it has not been possible to contact a parent / guardian then the Section Member will sit out the remainder of the evening under the direct supervision of an adult leader / supporter.

Certain offences could result in the immediate issue of a Red Card. These include:

- Bullying or physical unprovoked attack on anyone
- Blatant vandalism to property or equipment
- Deliberate defiance of clearly given instructions - particularly where safety is involved.

If a Section Member receives a Red Card, he / she will be asked not to attend the next meeting and will be required to be accompanied by a parent / guardian to the meeting after that. They will be expected not to attend Camps or additional activities held during the week the Red Card is issued and the subsequent six weeks of organised programme. No refund of any subs or fees paid will be made in such circumstances. In some cases the Leadership team may also request a letter of apology. The Group Scout Leader will be informed.

Stage Four – Formal suspension and possible exclusion

If a Section Member receives **three** Red Cards during their time in our Group then on issue of the **third** Red Card, the Group Scout Leader will discuss formal suspension and exclusion with the District Commissioner.

Right of appeal

If a Section Member feels that they have been unfairly issued with either a Red or Yellow card, he / she can appeal to the Group Scout Leader to review both the incident and subsequent action taken. Any appeal must be made by e-mail to scubes1@btinternet.com within seven days of the issue of the card.

(Appendix 4 contains a summary of the four stages, and a copy will be on display on the Scout Group notice board.)

1st Fenstanton & Hilton Scout Group

Behaviour Code - Beavers

We, the Members of the 1st Fenstanton & Hilton Beaver Colony agree to:

- Come to Beavers, enjoy ourselves and have fun.
- Respect our leaders, each other and the Promise which we have made.
- Come to meetings regularly, on time and in proper uniform.
- Join in with all activities and work together, especially when in our Lodges.
- Listen to our leaders whenever they ask for quiet or are giving instructions.
- Do what our leaders ask us to do without arguing.
- Not make inappropriate noise or be naughty – especially during quiet times, when game rules are being explained, or when a Leader asks for silence.
- Treat everyone with respect and not to treat anyone unfairly
- Not put up with bullying, or picking on other Beavers in the Colony.
- Understand that we might have to learn new things before being able to take part in some of the fun things at Beavers and that we might need to come along to special evening to learn these things before we can have a go.
- Not argue if we are “out” in a game.
- Stop straight away if told we are behaving badly.



1st Fenstanton & Hilton Scout Group

Behaviour Code - Cubs

We, the Members of the 1st Fenstanton & Hilton Cub Pack, agree to:

- Come along to Cubs to enjoy ourselves and have fun.
- Respect our leaders, each other and the Cub Law and Promise which we have made.
- Come to meetings regularly, on time and in proper uniform.
- Join in and engage with all activities and work as a team particularly when in Sixes.
- Listen to our leaders whenever they ask for quiet or are giving instructions.
- Accept instructions from Leaders including our Sixers.
- Not make noise or cause disruption during quiet times like Grand Howl, when game rules are being explained, or when a Leader requests silence.
- Treat everyone with respect and not to treat anyone unfairly.
- Not tolerate bullying, harassment or picking on others particularly younger children.
- Recognise that some Scouting activities require special skills before we can do them and that attendance and engagement at training evenings will be necessary before we can take part in camps and adventurous activities.
- Accept the decision in any game that involves us being “out” if it is given against us without arguing.
- Stop immediately if warned about unacceptable behaviour.



1st Fenstanton & Hilton Scout Group

Behaviour Code - Scouts

We, the Members of the 1st Fenstanton & Hilton Scout Troop, agree to:

- Come along to Scouts to enjoy ourselves and have fun.
- Respect our leaders, each other and the Scout Law and Promise which we have made.
- Come to meetings regularly, on time and in proper uniform.
- Join in and engage with all activities and work as a team particularly when in our patrols.
- Listen to our leaders whenever they ask for quiet or are giving instructions.
- Accept instructions from Leaders including our Patrol Leaders.
- Not make noise or cause disruption during quiet times like Flag Break, when game rules are being explained, or when a Leader requests silence.
- To treat everyone with due respect and not to discriminate on the basis of class, ethnic origin, nationality (or statelessness), race, gender, sexual status, mental or physical ability, appearance, political or religious belief.
- Not tolerate bullying, harassment or picking on others particularly younger children.
- Recognise that some Scouting activities require special skills before we can do them and that attendance and engagement at training evenings will be necessary before we can take part in camps and adventurous activities.
- Accept the decision in any game that involves us being “out” if it is given against us without arguing.
- Stop immediately if warned about unacceptable behaviour.



Appendix 4:

1st Fenstanton & Hilton Scout Group Behaviour Code Summary

Stage One - Verbal warning or Green Card

- Behaviour that has fallen below the “Group Behavioural Code”
- Continual talking, or verbal disruption when a Leader has asked for quiet
- Continuing with unacceptable or disruptive behaviour after being directly told to stop.
- Persistent refusal to follow instructions, or the rules of a game

Leader action - issue Green Card / verbal warning. This will be recorded in the Section records

Stage Two - Yellow Card

- Continuation of unacceptable behaviour following green card / verbal warning during the same evening / event.
- Threatening language or behaviour (but not involving use of physical violence).
- Careless disregard of property leading to its damage.
- Challenging the authority of a Leader / Instructor or Supporter.

Leader action - Section Member will be required to “sit out” for a minimum of 10 minutes, or until the end of a particular activity / game **and** a parent / guardian informed verbally at end of event or by e-mail. Issue of yellow card will be recorded in the Section records.

Stage Three - Red Card

- Commitment of **second** Yellow Card offence on the **same** night / event
- On issue of a **fourth** yellow card in the period covered by two term programmes
- Bullying or physical unprovoked attack on anyone
- Blatant vandalism to property or equipment
- Deliberate defiance of clearly given instructions - particularly where safety is threatened.

Leader action - A parent / guardian will be advised of the issue of a Red Card as soon as possible **and** they will be requested to collect their child early. A Scout who makes their own way to Troop meetings will be sent home only after a parent / guardian had been contacted and advised, if a parent / guardian cannot be contacted then the Section Member will sit out the remainder of the evening under the direct supervision of an adult leader / supporter **and** issue of red card will be recorded in the Section records. The Section Member will be suspended from the next meeting **and** have to be accompanied by a parent to the next meeting after that **and** the Section Member will not be permitted to attend Camps or additional activities held during that week and the subsequent six weeks of organised programme. No refund of any subs or fees paid will be made in such circumstances. Group Scout Leader will be informed.

Stage Four – Formal Suspension and possible exclusion

If a Section Member receives **three** Red Cards during their time in our Group then on issue of the **third** Red Card, the Group Scout Leader will discuss formal suspension and exclusion with the District Commissioner.