

Behaviour & Bullying Policy

Background

1st Frimley Green & Mytchett Scout Group takes its responsibilities for keeping young people safe extremely seriously. This includes young people who behave in a way that is harmful to themselves or others and bullying.

This policy lays out the steps we take to ensure a caring and supportive environment for our young people, in line with The Scout Association's Anti-Bullying Policy. This policy also intends to make clear the basis on which we take formal action, what formal action we may take and who may authorise it.

Section Code of Conducts

All sections have drawn up their own code of conduct (i.e. list of rules) which should be agreed by all members of the section and align with the Group "Behaviour and Bullying" policy. This must be undertaken as an activity once every academic year, verified by the Group Scout Leader (GSL).

Sections may choose their own sanctions for minor misbehaviour (e.g. time-out, extra chores,)

Red & Yellow Card System

Some Sections operate a Red & Yellow Card System, where a minor misbehaviour will be shown a Yellow Card and more serious misbehaviour will be shown a Red Card. A Red Card is an automatic Level 1 level of intervention. Also, a set number of Yellow Cards issued to a member during a term will also result in a Level 1 level of intervention.

Levels of Intervention

Any behaviour which is unacceptable including, but not limited to, that which poses a risk to the member or others, bullying of any type, and behaviour in serious conflict with the section code of conduct, shall be managed according to three levels.

Level 1: Individual to be sat out of, or sent home from, meeting or activity.

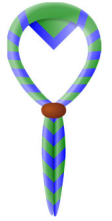
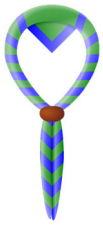
Parent shall be contacted to request collection from meeting or individual sat out of activity as appropriate to location, timing etc. Parent and Young Person to be made fully aware of the background to issue. GSL shall be informed.

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Level 2: Fixed period exclusion from activity or meetings.

Young person shall be excluded from one or more meeting nights or events with agreement from leadership team and Group Scout Leader.

Level 3: Termination of Group Membership

Young person shall be permanently excluded from 1st Frimley Green & Mytchett Scout Group and shall no longer be a member of the group. This may only be sanctioned by the Group Scout Leader.

In the event of severe misbehaviour, it may be deemed appropriate by the leadership team and Group Scout Leader to proceed straight to level 2 or even level 3.

Whenever formal action is taken in the Level 2 or Level 3 category (or a young person is sent home from an activity), the Group Executive Committee shall be informed in a timely manner, so they may provide appropriate oversight of the action.

Right of Appeal

Appeal may be made to the Group Scout Leader, in writing, within 14 days of notification of action. Should the parent or young person not be happy with the Group Scout Leader's decision upon appeal, a right of further appeal to the District Commissioner exists (in the case of termination of membership) and is enshrined in The Scout Associations' Policy Organisation and Rules. The Group Scout Leader shall supply the contact details of the District Commissioner as and when they are required.

Prevention of Bullying

The Scout Association's Anti-Bullying Policy states:

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

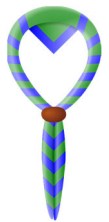
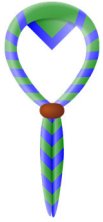
Definition of bullying:

Bullying is defined as a deliberate attempt to intimidate or persecute another person, by physical or psychological means.

Any such behaviour is clearly at variance with the Scout Law.

To ensure that incidences of bullying are effectively dealt with:

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- During normal Section Meetings and activities, all incidences will be brought to the attention of the leader in charge of that section (or, at Group Events, the Group Scout Leader) at the earliest opportunity.
- At overnight events, or activities involving leaders from outside the group, all incidents must be notified without delay to the volunteer-in-charge of the event (or the Leader from 1st FGM, where the event is not 1st FGM's). This is to include any incident involving accusations of bullying, fights, or major arguments between young people. Threats and “last chances” (e.g. warnings of a young person being sent home) should also be notified.
- Each evening on overnight events, or at the end of one day group events, a quick “hot debrief” will be held, and any incidents discussed. This is to ensure that all leaders are aware of issues, and that they can be dealt with effectively.

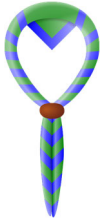
All members of the Group, young and old, have a plain duty to avoid acting in an overbearing way. However, it must also be recognised that:

- it is necessary for good order and safety, and entirely in keeping with the Scout ethos, for clear instructions to be given by those in charge of activities, which can include other youngsters, and for appropriate action to be taken if these instructions are not followed.
- it is particularly important for the effective operation of the Patrol system in the Scout Troop that the ability of Patrol Leaders to organise their Patrols should not be allowed to be undermined by misconceived complaints of bullying. Allowances must be made for the relative inexperience of Patrol Leaders in carrying out their duties.
- Whilst it is normal and healthy for youngsters playfully to tease each other, this must not be confused with bullying and if this is suspected then the leaders will take appropriate action.
- Whilst it is quite possible for a person wrongly to perceive a threat which is not intended, each situation will need to be dealt as and when it arises, and any action taken will be based on the outcome of an investigation.

Any member of the Group who feels he/she is being bullied in any form should inform the most appropriate adult (Section Assistant, Section Leader or Group Scout Leader) who will take the matter to whomever he/she feels is an appropriate person within the Group. That person must act in accordance with POR Rule 2.5, which can be found on the Scout Website – www.scouts.org.uk/por/

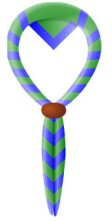
Any member of the Group who becomes aware that another member is being bullied should take suitable action to deal with this situation, as above, or report it to the Group Scout Leader

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Scouts

1st Frimley Green &
Mytchett St Andrews



The Group Scout Leader will take the ultimate responsibility for listening to all grievances within the Group, advising, and where he/she considers it desirable, taking action to remedy any situation. If the Group Scout Leader is unable to resolve the situation, he/she will refer to the District Commissioner.

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