3rd Harpenden Scout Group
Behaviour policy

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What is this Behaviour policy?

We want everyone feels happy, safe and secure in our Group. We expect a good standard of behaviour from our young people and for them to act in a considerate and respectful way towards others. This policy sets out our expectations.

This policy applies to all three section - Beavers, Cubs and Scouts.

Our expectations

All Beavers, Cubs, Scouts, Leaders and parents/carers agree to:

- Treat everyone with kindness and respect
- Listen to the Leaders, they will help keep everyone safe
- Work together
- Take responsibility for your actions
- Look after all kit and equipment
- Be quiet during flag break and closing ceremony
- Have fun!

Unacceptable behaviour

- Violence or aggression
- Bullying, harassment or abuse
- Dishonesty
- Deliberate disobedience
- Lack of respect to any person whatever their age or status
- Swearing and bad language
- Deliberate damage to buildings or equipment.

Consequences of unacceptable behaviour

Stage 1: Time out
An individual who continues to demonstrate unacceptable behaviour after being asked to stop will be removed from the situation and given a few minutes to calm down. They will then be allowed to re-join the activity on the promise that their behaviour will improve.

Stage 2: Informing parents/carers
However, if a young person's behaviour is consistently not acceptable, parents/carers will be informed. They will be asked to discuss the issue with their child and support the leaders with actions to improve behaviour.

Stage 3: Formal warning
If behaviour continues to be unacceptable, the young person will be given a formal warning. Parents/carers will be informed and asked to work closely with the leaders to try and resolve the situation.

Stage 4: Asked to leave Group
If the young person's behaviour continues to be unacceptable despite intervention and help from parents/carers and leaders, then the absolute last resort is to ask them to leave the group. This is a decision that would not be taken lightly, and we would work very hard to avoid this outcome.

Anti-Bullying Charter

The young people in our Group have the right to enjoy a safe, caring environment in which they can fully enjoy the full range of Scouting activities.

The Group will aim to prevent of all forms of bullying among members.

Bullying is deliberately hurtful behaviour. Bullying is not the same as disputes and squabbles between friends – although this may turn into bullying and should be addressed.

Bullying can be:

- Physical: Threatening or causing injury to a person or property.
- Verbal: Teasing, insulting, ridiculing, humiliating or making sexist, racist, or homophobic comments to someone.
- Social: Excluding others from a group, spreading gossip or rumours about them, rejecting or isolating them, or making them feel inferior.
- Cyber: Making hurtful comments or spreading rumours via online messaging or social media.

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

Adults in the Group should:

- Create a positive and respectful and environment where bullying isn't acceptable.
- Be aware of the potential problems bullying may cause.
- Be alert to signs of bullying, harassment or discrimination.
- Take action to deal with such behaviour when it occurs, following the Behaviour Policy.
- Encourage young people to talk about any concerns they may have.
- Empower young people and adults to point out attitudes or behaviour they do not like.

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