

24th Hastings Scout Group

Behaviour Management Policy

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1. Introduction

This Behaviour Management Policy is designed to ensure that all young people attending the 24th Hastings Scout Group can enjoy a safe, respectful, and supportive environment. Young people are expected to demonstrate good conduct and respect for others at all times, both during sessions and at related activities.

This policy outlines the expectations for behaviour and the steps to take when poor behaviour becomes a concern.

2. Expected Behaviour

All young people are expected to:

- Treat all members, leaders, and volunteers with respect, kindness, and fairness
- Follow instructions given by leaders and participate fully in all activities
- Avoid any behaviour that disrupts the session or affects the safety and well-being of others
- Be responsible for their actions and take ownership of any mistakes they may make
- Ensure that their behaviour upholds the values of Scouting, including teamwork, cooperation, and friendship.

The group believes in supporting young people to make positive choices, and encourage a focus on rewards and recognition for good behaviour. Our leaders are committed to creating an environment where young people are motivated to act responsibly and respectfully.

3. Code of Conduct

Each section has a Code of Conduct appropriate to their age group and the young people of that section should have an active input in its formation. These should be displayed on the section noticeboard and signed by both the young people and the leader.

The Code of Conduct will be shared with parents/carers, who will also be asked to sign it.

Parents/carers are expected to support the leaders in ensuring their child understands and follows the points of the code

4. Dealing with behavioural concerns

Occasionally, there may be instances where a young person's behaviour is disruptive or inappropriate. In such cases, the following steps will be taken to address the issue:

- Initial Discussion: If a young person's behaviour is of concern, the leader will first speak to the young person to understand the situation and address the behaviour directly
- Discussion With Parents: Should the concerning behaviour continue, this will be escalated, which will involve a conversation with parents/carers to make them aware of the issue
- Further Action: If poor behaviour continues, further steps will be taken, which may include temporary suspension from sessions or activities, depending on the severity of the behaviour. If further action does not resolve behavioural challenges, it will be considered Consistent Poor Behaviour.

5. Consistent Poor Behaviour

If behaviour does not improve despite initial interventions, the following actions may be required:

- **Parent Attendance at Sessions:** If continued poor behaviour persists, a parent or guardian may be required to attend all sessions with their child. This is to ensure that the behaviour does not cause a safety issue for them or other young people, as leader to young person ratios do not accommodate one-to-one intervention. In the event that an adult is asked to remain with their child a DBS and leader training will be mandatory.
- **Exclusion:** In extreme circumstances where poor behaviour is unable to be effectively managed through parent attendance or leader intervention a young person may be excluded from the Group.

6. Serious incidents

In cases of serious or dangerous behaviour, such as physical violence, bullying, or harm to others, the young person will be immediately removed from the session, and parents will be contacted. A meeting with parents, the leaders, and potentially district leads will take place to determine the next steps, which could include a suspension or permanent removal from the Group if necessary.

7. Further information

If parents/carers have any concerns about behaviour or need to discuss any aspect of this policy, please contact the relevant section leader in the first instance. Queries can be escalated to gsl@24thhastingsscouts.co.uk if further input or support is required.