



34th Chesterfield (Brimington) Scout Group Behaviour and Conduct

Purpose

This Behaviour Policy sets out the expectations for conduct within the Scout Group to ensure a safe, inclusive, respectful, and enjoyable environment for all young people, volunteers, parents/carers, and visitors.

The policy supports the values of Scouting and applies during all Scout activities, meetings, camps, events, online communications, and any activity undertaken in the name of the Group.

Scope

This policy applies to:

- Young people
- Adult volunteers and leaders
- Executive committee members/trustees
- Parents and carers
- Visitors and supporters

In this policy, the term “member” includes both young people and volunteers.

Our Values

As Scouts, we are guided by the following values:

- **Integrity:** We act with integrity; we are honest, trustworthy and loyal.
- **Respect:** We have self-respect and respect for others.
- **Care:** We support others and take care of the world in which we live.
- **Belief:** We explore our faiths, beliefs and attitudes.
- **Co-operation:** We make a positive difference; we cooperate with others and make friends.

Every member of Scouts makes a Promise upon investiture into the Group. The expectations and principles outlined in this Behaviour Policy are founded upon the Scout Promise, the Scout Law, and the Scout Values, which underpin respectful, responsible, and inclusive behaviour throughout the Group.

Information about the Scout Promise and Law can be found here: [The Scout Promise](#)

All members of the Scout Group are expected to:

- Treat others with respect and kindness
- Act honestly and responsibly
- Support inclusion and equality
- Listen to others and value differences
- Help create a safe environment
- Follow instructions from leaders and event organisers
- Represent the Scout Group positively in the community

Codes of Conduct

Each Section will have its own written code of conduct that all members of the Section follow. The Code of Conduct should remind members of the expected behaviours laid out in this policy in an age-appropriate manner.

Young people are expected to:

- Follow the Scout Promise and Scout Law appropriate to their Section
- Respect leaders, fellow members, and property
- Participate safely in activities
- Use appropriate language and behaviour
- Avoid bullying, intimidation, or exclusion
- Follow safety rules and campsite/activity instructions
- Respect personal boundaries and privacy

Adult volunteers and Young Leaders are expected to:

- Lead by example
- Behave professionally and appropriately
- Follow safeguarding and safety procedures outlined in the yellow card
- Treat all young people fairly and equally
- Avoid inappropriate language, discrimination, or harassment
- Maintain appropriate boundaries with young people
- Support positive behaviour management

Parents and carers are expected to:

- Support the values and aims of the Scout Group
- Treat volunteers and members respectfully
- Raise concerns appropriately and constructively
- Ensure young people arrive prepared and collected on time where applicable
- Inform leaders of relevant medical or behavioural information

Positive Behaviour Management

Our primary method of managing behaviour is to recognise and reward behaviour that reflects our Scout Values.

Each Section will have a points chart where members are rewarded for following the Code of Conduct, upholding the Scout Values and keeping their Promise & Law.

Volunteers will use Praise frequently and ensure members are celebrated for making the right choices and demonstrating positive behaviour.

Squirrels, Beavers and Cubs have a mascot which may be taken home by members demonstrating the Scout Values.

We hold termly Rewards Evenings where we celebrate our members' successes and recognise members who have consistently demonstrated the Scout Values over the term.

Unacceptable Behaviour

The following behaviours are not acceptable:

- Bullying, harassment, or intimidation
- Violence or threatening behaviour
- Discrimination or hateful language
- Racist, sexist, homophobic, transphobic, or otherwise abusive comments
- Deliberate damage to property
- Theft
- Possession or use of illegal substances
- Being under the influence of alcohol or drugs during youth activities

- Persistent disruption
- Online abuse or misuse of social media
- Unsafe behaviour that places themselves or others at risk

Dealing with Challenging Behaviour

Leaders will aim to manage behaviour fairly, consistently, and proportionately.

Responses to behaviour that does not follow our code of conduct may include:

- Verbal reminder or warning
- Discussion with the young person
- Temporary removal from an activity (Time Out)
- Discussion with parents/carers

Where a member's behaviour is persistently a concern, the Group Lead Volunteer will support Section Teams in addressing challenging behaviour. The Group Lead Volunteer may:

- Provide additional strategies or training to support the Section Team
- Work with Section Teams and parents/carers to identify triggers or causes of poor behaviour
- Implement a Behaviour agreement or support plan with the member and parents/carers
- Suspend a member from taking part in specific activities

Behaviour support plans will be developed collaboratively with young people, parents/carers, and volunteers where appropriate.

In exceptional circumstances and following appropriate discussion with parents/carers and relevant volunteers, the Group Lead Volunteer may decide that a member can no longer participate in the Group. Any safeguarding concerns will be managed in line with Scout safeguarding procedures.

Additional Needs

We recognise that behaviour may communicate unmet needs, anxiety, distress, or sensory overload and will work with parents/carers to identify these and provide reasonable adjustments.

Volunteers will:

- Use supportive and respectful behaviour management approaches
- Avoid punitive responses where possible
- Focus on de-escalation and understanding triggers
- Promote emotional wellbeing and belonging

Please see our additional needs policy for more information on how we support members with additional needs.

Anti-Bullying Statement

The Scout Group has a zero-tolerance approach to bullying. Bullying includes:

- Physical bullying
- Verbal abuse
- Social exclusion
- Online/cyberbullying
- Rumour spreading
- Intimidation

All reports of bullying will be taken seriously and investigated appropriately.

Online Behaviour

The Scout Group uses several online platforms and social media to communicate including Facebook, OSM, WhatsApp and our Website. Members, parents & carers using online platforms and social media connected to the Scout Group must:

- Communicate respectfully
- Avoid sharing inappropriate content
- Protect personal information
- Follow leader guidance for online meetings and communication
- Use group chats and social media responsibly

Equality, Diversity and Inclusion

The Scout Group is committed to creating an environment where everyone feels welcome, valued, and included regardless of:

- Age
- Disability
- Gender identity
- Race or ethnicity
- Religion or belief
- Sexual orientation
- Socio-economic background

Discrimination of any kind will not be tolerated.

Training and Support for Volunteers

The Group Lead Volunteer is responsible for ensuring volunteers receive training and are supported in addressing behaviour within Sections.

The Group Lead Volunteer will support Section Teams by:

- Attending Section meetings when requested to support with behaviour management
- Providing strategies and advice on how to deal with challenging behaviour
- Working with parents/carers to prepare behaviour plans
- Where appropriate, making decisions about suspending members from activities

Where the behaviour of an adult or Young Leader volunteer is a concern, the Group Lead Volunteer will seek support from the District Lead Volunteer.

All Section Volunteers complete mandatory training in:

- Safeguarding
- Safety
- Creating Inclusion

Volunteers are also encouraged to access training and guidance relating to:

- Behaviour management
- Inclusion and accessibility
- Neurodiversity awareness
- Mental health awareness
- Communication strategies

Many of our volunteers have also completed additional training in managing behaviour through their workplaces.

Reporting Concerns

Concerns about behaviour should be reported to:

- **Section Team Leaders** – to report or discuss concerns about behaviour of young people within a Section

- **The Group Lead Volunteer** – to report or discuss concerns about adult or young leader volunteers, for team leaders to ask for support with managing behaviour in a Section or where you feel that the behaviour of young people in a Section has not been dealt with by the Section Team Leader
- **The Trustee Board Chair** – to report or discuss concerns about the Group Lead Volunteer

Concerns will be handled sensitively and shared only with those who need to know.

All safeguarding concerns MUST be reported directly to the Scouts UK safeguarding team: [Reporting Safeguarding Concerns](#)

Supporting Documents

- Squirrel Drey Code of Conduct
- Beaver Colony Code of Conduct
- Cub Pack Code of Conduct
- Scout Troop Code of Conduct
- Yellow Card for Adult Volunteers
- Orange Card for Young Leaders

Review

This policy will be reviewed annually by the Scout Group leadership team and Trustee Board to ensure it remains effective and up to date.

Policy Approval

Date: _____

Review Date: _____