



Scouts

1st Ince and Elton

Group Behaviour and Anti-Bullying Policy

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Group Behaviour and Anti-Bullying Policy

1. Behaviour

All sections are to determine their own code of conduct (i.e. list of rules) which should be agreed by all members of that section and align with the group behaviour policy and scouting values. Sections may choose their own sanctions for minor misbehaviour.

A copy of the Group behaviour policy should be issued to parents on joining the group. This will also be displayed on the notice board within the Scout Headquarters.

Any behaviour which is deemed unacceptable by the leader in charge including, but not limited to, that which poses a risk to the young person or others, bullying of any type, 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, activity.

Parent shall be contacted to request collection from meeting or individual sat out of activity as appropriate to location, timing, etc.... The parent and young person are to be made fully aware of the issue as soon as possible, most likely at the end of the meeting. The Group Lead Volunteer shall be informed.

Level 2: Fixed period exclusion from activity or meetings.

Young person shall be excluded from one or more meeting nights, activities, and events with agreement from leadership team and Group Lead Volunteer. The Group Lead Volunteer and Section Team may choose to arrange a meeting with the parents of the young person prior to their return, to ensure an open line of communication with parents, and to set minimum standards for behaviour.

Level 3: Termination of Group Membership

In the events of serious and repeated poor behaviour that cannot be managed with the section the young person shall be permanently excluded from 1st Ince and Elton Scout Group and shall no longer be a member of the group. This may only be actioned by the Group Lead Volunteer.

In the event of severe poor behaviour, it may be deemed appropriate by the leadership team and Group Lead Volunteer to proceed straight to level 2 or even level 3. Examples would include continuous bullying, or seriously dangerous behaviour.

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Right of Appeal

An appeal may be made to the Group Lead Volunteer in the first instance.

Should the parent or young person not be happy with the Group Lead Volunteer's decision upon appeal, a right of further appeal to the District Lead Volunteer exists, as stated in the Scouting's Policy Organisation and Rules. The Group Lead Volunteer can supply the contact details of the District Lead Volunteer if they are required.

2. Behaviour

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."

To achieve this, leaders will adhere to the following rules.

- During normal Section Meetings and activities, all incidents will be brought to the attention of the leader in charge of that section at the earliest opportunity and recorded in the incident book.
- At overnight events or activities involving leaders from outside the group, all incidents will be logged in a central logbook (to be kept with the first aid kit). This is to include any incident involving accusations of bullying, racism or homophobic behaviour or major arguments between young people. Warnings and sanctions **must** be recorded.
- At the end of each session or each evening on camp, leaders will make time to share any necessary information, so all leaders are aware.
- Parents will be involved in discussion as soon as possible.

All incidents of bullying, racism or homophobic behaviour should be dealt with as per the behavioural policy and the Group Lead Volunteer should be informed at the earliest opportunity. Where bullying, racism or homophobic behaviour involving members takes place outside of Scouting, but the leader team becomes aware of it, it shall be treated in the same way as bullying taking place within the Scouting environment.

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