

Behaviour & Bullying Policy

Version v3, April 2025

Policy Owner: Trustee Board



Background

51st Bath Scout Group takes its responsibilities for keeping young people safe extremely seriously, including in respect to young people who behave in a way that is harmful to themselves or to 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 must draw 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 Lead Volunteer (GLV).

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

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. GLV shall be informed.

Level 2: Fixed period exclusion from activity or meetings.

Young person shall be excluded from one or more meeting nights or events. This action may be taken by the Section Leader in consultation with the Group Lead Volunteer, or by the Group Lead Volunteer themselves.

Level 3: Termination of Group Membership

Young person shall be permanently excluded from 51st Bath (Ascension Church) 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 misbehaviour, it may be deemed appropriate by the leadership team and Group Lead Volunteer to proceed straight to level 2 or even level 3.

Whenever formal action is taken in the category of Level 2 or Level 3 (or a young person is sent home from an activity), the Trustee Board 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 Lead Volunteer in the first instance, or the Group Chair if the initial action is taken by the Group Lead Volunteer.

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 (only in the case of termination of membership) and is enshrined in The Scout Associations' Policy Organisation and Rules. The Group Lead Volunteer shall supply the contact details of the District Lead Volunteer if 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."

In order to ensure that incidences of bullying are effectively dealt with:

- 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 Lead Volunteer) 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 volunteer lead from 51st Bath, where the event is not 51st'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, and 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 incidents of bullying should be taken seriously and tactfully. The Group Lead Volunteer should be informed at the earliest opportunity when bullying is suspected.