

# Explorer Scouts Behaviour Policy

## Outline

All Explorer Scouts in Lonsdale District are expected to display good behaviour whilst undertaking scouting activities, in line with the five Scout 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 co-operate with others and make friends.

This behaviour policy outlines the steps that will be taken by Lonsdale District Scouts where behaviour falls short of our expectations.

## 1. Code of Conduct

- 1.1 Each Explorer Scout Unit is encouraged to develop a code of conduct with input from the Unit's members.
- 1.2 The code of conduct should be updated periodically to reflect changes in membership. The timeframe for updating is at the discretion of the Explorer Scout Leader.
- 1.3 Explorers are to be made aware of the code of conduct when joining the Unit
- 1.4 Explorer Scout Young Leaders must follow the code of behaviour and guidance outlined in Young People First ('Orange Card') when working with young people in the Beaver, Cub or Scout sections.

## 2. Formal Warnings and Dismissal

- 2.1 Should an Explorer Scout display persistent ill behaviour, formal warnings will be given using the following model:
  - A **formal verbal warning** from the Explorer Scout Leader, explaining why the warning has been given and why the behaviour falls below our expectations. The Explorer Scout Leader will also make the parents/guardians aware.
  - A **formal written warning** to the Explorer and their parents/guardians from the Explorer Scout Leader in consultation with the District Explorer Scout Commissioner. This will explain why the warning has been given and why the behaviour falls below our expectations. It will also explain that further misbehaviour will lead to dismissal.
  - **Dismissal** from Lonsdale District Scouts. In line with *POR rule 15.10* this decision will be taken by the District Explorer Scout Commissioner.
- 2.2 Ill behaviour is defined as (but not limited to): bullying, failure to follow instructions from leaders, damaging property, fighting, offensive behaviour etc.
- 2.3 At the discretion of the Explorer Scout Leader, multiple formal verbal warnings may be given before progression to a formal written warning.

2.4 At the discretion of the Explorer Scout Leader and District Explorer Scout Commissioner, a formal written warning or dismissal may be given at the first behaviour transgression should the severity warrant this.

### 3. Appeals

3.1 In line with *POR rule 15.14*, an appeal against dismissal may be brought to the District Commissioner.

3.2 If the District Commissioner was involved in the original dismissal, the appeal will be heard by the County Commissioner.

### 4. Suspension

4.1 In line with *POR rule 15.4*, the District Commissioner may suspend an Explorer Scout where they have been accused of a serious criminal offence or of behaviour that put adults or young people at serious risk of harm.

4.2 Further information about suspension can be found in *POR rule 15.4*.

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