

Challenging behaviour policy

Purpose

To outline the procedures which 1st Fareham Scouts employs in managing challenging behaviour alongside '[Promoting Positive Behaviour](#)' guidance, [Policy, Organisation and Rules Ch 15](#) and [FS140101](#)

Challenging behaviour

Scouting should be an enjoyable experience and promoting positive behaviour is essential to the smooth running of any activity. This provides a foundation for the running of the section, reduces the chance of challenging behaviour occurring, and ensures that activities are fun, engaging and safe for everyone.

Adults in Scouting have an important role in supporting young people to manage their own behaviour and make positive choices.

Scouting is an ideal place to expect positive behaviour. The Scouting Purpose and Method is based on personal development, learning by doing and enjoyment, and a key part of the Promise is being helpful to others.

1st Fareham Scouts behavior policy has been developed to support leaders across all sections in dealing with persistent challenging behaviour. This policy is to be used only as a final resort where no other means of correcting challenging behaviour have been successful. All section requirements must have been met before the tiered warning system can be used

Section requirements

Each section must have in place its own code of conduct, this must be reviewed regularly by the Section Leaders and agreed upon by the young people.

Fair warning must be given to any young person prior to escalating to the Tiered warning system. i.e. the young person must be informed that if the negative behaviour continues they will be moved onto the formal warning system which may culminate in suspension from the Group/Movement.

Tiered warning system

*Fair warning must be given before proceeding to Tier 1

Tier 1

- The young person is to be removed from the activity.
- The Leader in charge will explain to the young person the reason(s) for removal.
- The Leader in charge will remind the young person of the section code of conduct and which elements specifically apply to the misdemeanor.
- The Section Leader **will** make a record of the Tier 1 warning, this **must** include a brief description of the reason(s) for the issuance of the warning.

*All Tier 1 actions must have been completed prior to moving to Tier 2

Tier 2

- The young person is to be removed from the activity and may be sent home.
- The Leader in charge will explain to the young person the reason(s) for removal.
- The Leader in charge will remind the young person of the section code of conduct and which elements specifically apply to the misdemeanor.
- The Section Leader **must** inform the Parent(s)/Carer(s) of the young person that a Tier 2 warning has been issued.
- The Parent(s)/Carer(s) will be invited to discuss the misdemeanor and any rectifying actions. The discussion must include possible reasons for challenging behaviour such as behavioural disorders, home life etc.
- If the misdemeanor is deemed severe enough i.e bullying/physical violence the Section leader may ask the young person to miss a future meeting or event.
- The Section Leader **will** make a record of the Tier 2 warning, this **must** include a brief description of the reason(s) for the issuance of the warning.
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*All Tier 2 actions must be completed prior to moving to Tier 3

Tier 3

- The young person is to be removed from the activity and may be sent home.
- The Leader in charge will explain to the young person the reason(s) for removal.
- The Leader in charge will remind the young person of the section code of conduct and which elements specifically apply to the misdemeanor.
- The Section Leader **must** inform the Parent(s)/Carer(s) of the young person that a Tier 3 warning has been issued.
- The Parent(s)/Carer(s) will be invited to discuss the misdemeanor and any rectifying actions.

- The Section leader **will** ask the young person to miss a future meeting or event, the severity of the misdemeanor will determine the number and type of event to be missed.
- The Section Leader **will** make a record of the Tier 3 warning, this **must** include a brief description of the reason(s) for the issuance of the warning.
- The Parent(s)/Carer(s) and the young person must be informed that if challenging behavior continues beyond a Tier 3 warning the matter will be referred to the Group Scout Leader for consideration to Suspend or Dismiss.
- The Section leader will inform the Group Scout Leader of the Tier 3 warning and supply any supporting documentation.

De-escalation of warnings

- All warnings will remain extant for the duration of the term for which the warning was issued.
- As long as challenging behaviour ceases the young person will move in to the new term on the Tier below the level they received in the previous term. i.e if a young person is on a Tier 3 warning they will move down to a Tier 2 in the new term.
- If challenging behaviour returns, the Tiered warnings will continue to progress as per the guidance above.
- A section Leader may de-escalate further if they feel the young person has made such progress as to significantly improve their behaviour.

Important Notes:

1. No Beaver, Cub or Scout may be dismissed from a Scout Group without the approval of the Group Scout Leader in accordance with rules 15.9-15.16 of Policy, Organisation and Rules and FS140101. The matter must be referred to the Group Scout Leader along with any supporting documentation.
2. No Explorer may be dismissed from an Explorer Scout Unit without the approval of the District Explorer Scout Commissioner in accordance with rules 15.9-15.16 of Policy, Organisation and Rules and FS140101. The matter must be referred to the District Explorer Scout Commissioner along with any supporting documentation.
3. All documentation referring to any level of formal warning must be treated as confidential and stored appropriately in accordance with the Group Data Protection Policy.
4. No leader may be involved in using the Tiered warning system unless they have validated modules 14 and 15 of the adult training scheme.
5. Failure to follow the guidance as detailed above may invalidate the warnings that have been issued and prevent further escalation.

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