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# 2<sup>nd</sup> Stockingford (St Paul's) Scout Group



Registered Charity No. 1002679

## Child Protection and Good Conduct Policy V1.00

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## 1. Revision History

The following revisions have been made to this document:

Modifications to this document will be indicated by a | in the right margin

Version Number	Version Date	Comments
-	-	This policy was adopted at a meeting of the Group Committee held on .....
1.00		Formal issue of version controlled document



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## 2. Young People First

### 2.1 A Code of Good Practice for Adults in Scouting

It is the policy of The Scout Association to safeguard the welfare of all Members by protecting them from physical, sexual and emotional harm.

The Scout Association is committed to:

- taking into account in all its considerations and activities the interests and well-being of young people;
- respecting the rights, wishes and feelings of the young people with whom it is working
- taking all reasonable practicable steps to protect them from physical, sexual and emotional abuse, and
- promoting the welfare of young people and their protection within a relationship of trust.

All adults aged eighteen or over, no matter what their role or involvement within Scouting, are responsible for putting this policy into practice at all times.

### 2.2 A code of Behaviour

**Do** put the 'Young People First' guidance into practice

**Do** treat everyone with respect

**Do** provide an example you wish others to follow

**Do** plan activities, which involve more than one other person being present, or at least are within sight or hearing of others

**Do** respect a young person's right to personal privacy

**Do** have separate sleeping accommodation for leaders and young people

**Do** provide access for young people to talk about any concerns they may have

**Do** encourage young people and adults to feel comfortable and caring enough to point out attitudes or behaviour they do not like

**Do** avoid situations that compromise your relationship with young people and are unacceptable within a relationship of trust (e.g. a sexual relationship between a leader and a youth member over the age of consent)

**Do** remember that someone else might misinterpret your actions, no matter how well intentioned

**Do** recognise that caution is required even in sensitive moments of counselling, such as when dealing with bullying, bereavement or abuse

**Do NOT** permit abusive peer activities (e.g. initiation ceremonies, ridiculing, bullying)

**Do NOT** play physical contact games with young people

**Do NOT** have any inappropriate physical or verbal contact with others

**Do NOT** jump to conclusions about others without checking facts



**Do NOT** allow yourself to be drawn into inappropriate attention seeking behaviour such as tantrums or crushes

**Do NOT** show favouritism to any individual

**Do NOT** make suggestive remarks or gestures, even in fun

**Do NOT** let suspicion, disclosure or allegation of abuse, go unrecorded or unreported

**Do NOT** rely on just your good name to protect you

**Do NOT** believe "it could never happen to me"

### 2.3 What happens if you suspect a child is being abused

- 1) Immediately inform your Group Scout Leader or District Commissioner
- 2) Record the **facts** as you know them. Give a copy of this report to your Group Scout Leader or District Commissioner
- 3) Ensure that the young person has access to an independent adult
- 4) Ensure that no Scouting situation arises which could cause any further concern.

### 2.4 What happens if a child discloses to you abuse by someone else

1. Allow the child to speak without interruption, accepting what is said.
2. Alleviate feelings of guilt and isolation, while passing no judgement
3. Advise that you will try to offer support, but that you must pass the information on.

Then as steps 1 – 4 in section 2.3 above

### 2.5 What happens if you receive an allegation about any adult or yourself

1. Immediately tell your Group Scout Leader or District Commissioner
2. Record the **facts** as you know them. Give a copy of this report to your Group Scout Leader or District Commissioner
3. Try to ensure that no one is placed in a position that could cause further compromise

YOU MUST REFER

YOU MUST NOT INVESTIGATE

## 3. The Application of the “Young People First” policy within The Group

This document describes how the ‘Young People First’ policy should be implemented within the Group

### 3.1 Responsibility for the application of the policy

It is the duty of EVERY adult working within the Group to ensure that the policy is followed at all times

No part of this policy is optional or negotiable

The policy applies equally to every adult working within the Group.



## 3.2 Terms used in this document

### **Scouter**

Any adult (person aged 18 years or over) appointed to work within the Group. This includes Warranted Leaders, Skills Instructors, Section Helpers, executive Members and members of the Scout Fellowship when assisting a Section

### **Member**

Any Beaver Scout, Cub Scout, Explorer Scout or Network Scout

### **Section**

Beavers, Cubs, Scouts and Explorers are all sections of the Group

### **Leader**

As Scouter but can also include Explorer Scouts working as Young Leaders

### **Adult**

Any person over the age of 18 years who may have contact with 2<sup>nd</sup> Stockingford. This includes those persons already covered by the term Scouter

### **Young Person**

Any person under the age of 18 years (regardless of whether or not they are a member of 2<sup>nd</sup> Stockingford) who is attending an activity being run by 2<sup>nd</sup> Stockingford, or they are attending with 2<sup>nd</sup> Stockingford

### **Leader in Charge**

The Scouter who is responsible for the running of an activity. This could be any Scouter and not necessarily a Section Leader.

## 4. Scouter / Member Relationships

### 4.1 Avoiding compromising situations

- a Scouters must avoid being alone with a single member, ideally there should always be another Scouter within vision
- b Scouters must not invite a member to their home alone, there must always be a group, and someone else is to be in the house. The member's parents or guardians must be aware of the arrangements and have given their consent in writing.
- c Scouters must avoid taking members alone on car journeys, however short.
- d Scouters must not play physical contact games with members

### 4.2 Unacceptable behaviour

- a Leaders will not allow abusive peer activities to take place and must take immediate action to stop any such activities taking place. Examples of such activities include:
  - 1 'Initiation ceremonies
  - 2 Calling a member by an inappropriate or offensive 'nickname'
  - 3 Ridiculing a member in any form



#### 4 Play fighting

- b Leaders should not make suggestive remarks, use inappropriate language, tell inappropriate jokes, or similar, in the presence of a member
- c Leaders are expected to ensure that they do not allow their conduct and judgement to become affected by the consumption of alcohol on any activity at which a member is present

### 4.3 Contacting members 'out of hours'

Scouters contact with members should be professional at all times. Telephone, email and text messages should be restricted to information regarding Scouting activities, news and events. It is unacceptable for Scouters to forward jokes, messages etc. which contain any inappropriate language, suggestive or offensive comments, or any 'gossip' about Scouters or members to members. All communication should take place during reasonable hours and should not be late at night or early in the morning except in an extreme emergency. Where practical, communication with members should be via parents or guardians.

Where communication is received by a Scouter from a member which is not felt to be appropriate by that Scouter, the message should be passed to the Group Scout Leader

### 4.4 Overnight activities

- a Every member and Scouter must have a separate bed, bunk or sleeping bag
- b Scouters will have separate sleeping accommodation from members
- c Explorer Scouts will have separate sleeping accommodation from Scouters and other members of the Group
- d There will be separate male and female sleeping accommodation
- e All Scouters and members will wear appropriate clothing

### 4.5 Activities not on section programme

- a The Group Scout Leader, prior to confirmation to the members, must approve any activity offered to members that is not part of the submitted section programme
- b All activities must be run in accordance with the Scout Association guidance and regulations on authorisation, qualification and home contact

## 5. Discipline and Control

### 5.1 Unacceptable methods

- a Shouting is not an acceptable form of control or discipline. Shouting must be reserved for emergencies when it is the only reasonable way of attracting the attention of a member who may be about to injure themselves or another member.
- b Sarcasm must not be used to 'put down' a member.



- c Physical violence or the threat of physical violence is not an acceptable method of control or discipline

## 5.2 Acceptable methods

Depending on the age of the member various sanctions are available to Leaders to deal with a member who requires correction. Acceptable sanctions include:

### a Reprimand

Members must not be told off in front of their peers. If a member fails to obey an instruction, or if a member's behaviour is unacceptable, the Leader responsible should move the member away from the rest of the group but remain in sight of others. Once the member has been taken aside the Leader should explain in a firm but calm manner the reasons that their behaviour is unacceptable and the possible consequences that will result from them failing to modify their behaviour.

### b Loss of points

It is recommended that all sections have some form of points system to recognise and reward good behaviour, teamwork and involvement etc. Points can then be deducted for the bad behaviour of an individual.

### c Withdrawal of privileges

Examples include withdrawing the use of the tuck shop, exclusion from outings or games.

### d Awarding extra duties

This can include washing up, litter picking or similar.

### e Time in the 'sin bin'

It is not acceptable to send the member to an area where there is no Leader supervision. Wherever the 'sin bin' is located it must be in sight of others and under the control of a Leader.

### f Contacting parents

Unacceptable behaviour can be brought to the attention of the members' parents or guardians either by letter or verbal contact. It is important that the Group Scout Leader is consulted before such action is taken.

### g Suspension

A member may be excluded from all Group activities for a period of time. It is important that the Group Scout Leader is consulted before such action is taken.

### h Dismissal from the Group

In extreme cases the member may be permanently excluded from the Group. Only the Group Scout Leader can take this action

Please note this list is NOT in order of escalation.



## 6. Physical Contact Games

### 6.1 Definitions of physical contact games

Any game where it is likely that a part of one person's body may come into contact with another person's body

Any game where balls or similar may be kicked or thrown with force.

Any game where body weight or physical strength is a key factor in deciding the outcome of a game

### 6.2 Examples of physical contact games

Football

Tug of War

Any form of fighting

Knee ball or dodge ball if played with a hard ball

### 6.3 Procedures for playing of physical contact games

- a Physical contact games may only be played under the direct supervision of a Leader
- b Scouters are not allowed to play physical contact games with members
- c Leaders supervising physical contact games must make sure they remain in control at all times, and that the game is ended promptly if it becomes intimidating for anyone taking part.
- d Leaders in charge of a physical contact game must ensure that:
  - 1 The rules are properly explained to, and understood by all participants
  - 2 The environment and equipment used are safe and fit for the purpose.
  - 3 Teams are balanced to prevent younger / smaller participants coming into contact with older / larger participants

## 7. Alcohol

### 7.1 Beaver Scouts, Cub Scouts and Scouts

The possession and / or consumption of alcohol by any Beaver Scout, Cub Scout or Scout is totally prohibited on all activities

### 7.2 Explorer Scouts

- a No Explorer Scout or Young Leader will be in possession of any alcoholic drinks unless they have parental consent and the express permission of the Leader in charge of the activity
- b Any Explorer Scout or Young Leader in possession of alcohol will obey all instructions and restrictions that the Leader in charge requires.
- c No Explorer Scout or Young Leader will be in possession of, or consume alcohol in the presence of Beaver Scouts Cub Scouts or Scouts.



- d Under no circumstances will Explorer Scouts or Young Leaders become intoxicated.

### 7.3 Adults

For activities that are primarily for young people such as camps, sleepovers etc. The following rules will apply:

- a Adults will not openly drink in the presence of Beaver Scouts, Cub Scouts or Scouts
- b Under no circumstances will Adults become intoxicated.
- c All alcoholic drinks will be stored discreetly and out of view of Beaver Scouts, Cub Scouts or Scouts
- d Any adult who feels that their judgement may have been adversely impaired by the consumption of alcohol has a duty to ensure that he or she does not come into contact with any young person and must inform the Leader in charge of the situation
- e Any adult who feels that the judgement of another adult may have become adversely impaired by the consumption of alcohol has a duty to inform the affected person and the Leader in charge of the activity of their concern

On activities which are primarily for adults but which young persons may be present at, the rules can be relaxed at the discretion of the Leader in charge

On activities which have been designated 'Adults only' these rules do not apply. Despite this, those adults attending the event should ensure that the good reputation of 2<sup>nd</sup> Stockingford Scout Group, and of Scouting in general, is not damaged by their actions

## 8. Smoking

2<sup>nd</sup> Stockingford Scout Group has a strict no smoking policy in the headquarters building. This is to ensure the health of the members and the safety of the building and equipment therein.

### 8.1 Beaver Scouts, Cub Scout and Scouts

The possession and / or consumption of any cigarettes, cigars or other tobacco products by a Beaver Scout, Cub Scout or Scout is totally prohibited on all activities

### 8.2 Explorer Scouts and Young Leaders

- a No Explorer Scout or Young Leader under the age of 16 years will be in possession of any cigarettes, cigars or other tobacco products unless they have parental consent and the express permission of the Leader in charge of the activity
- b Any Explorer Scout or Young Leader, regardless of age, in possession of any cigarettes, cigars or other tobacco products will obey all instructions and restrictions that the Leader in charge requires.



- c No Explorer Scout or Young Leader will be in possession of, or use, any cigarettes, cigars or other tobacco products in the presence of Beaver Scouts, Cub Scouts or Scouts

### 8.3 Adults

For activities that are primarily for young people such as camps, sleepovers etc. The following rules will apply:

- a Adults will not openly use any cigarettes, cigars or other tobacco products in the presence of Beaver Scouts, Cub Scouts or Scouts
- b All cigarettes, cigars or other tobacco products will be stored discreetly and out of view of Beaver Scouts, Cub Scouts or Scouts

On activities which are primarily for adults but which young persons may be present at, the rules can be relaxed at the discretion of the Leader in charge

On activities which have been designated 'Adults only' these rules do not apply. Despite this, those adults attending the event should ensure that the good reputation of 2<sup>nd</sup> Stockingford Scout Group, and of Scouting in general, is not damaged by their actions

