

Version 1.3

Behaviour Policy

Sutton Coldfield Adventure Unit

Review Date: **Sept 2023**



Sept 2021

The purpose of a behaviour policy is to assist the Leaders (to include Leaders, Instructors, Young leaders and visiting adults) to deliver activities, not to constrict them; to enable all youngsters to participate, not to oppress them, and to achieve an atmosphere of structure, order and calm where everyone can feel safe and valued and free to enjoy everything that SCAU has to offer.

EXPECTATIONS WITH REGARD TO YOUNG PEOPLE AT SCAU

Youngsters will be expected to:

- conduct themselves in a safe, sensible, manner and show regard to others behave in a reasonable and polite manner to all Leaders and each other.
- show respect for the opinions and beliefs of others
- show respect for the environment we meet in
- follow the Unit's rules

EXPECTATIONS WITH REGARD TO LEADERS AT SCAU

Leaders will be expected to:

- endeavour to arrive on time to SCAU to prevent opportunities for misbehaviour
- reinforce clear expectations of behaviour
- deliver a suitably planned activities that have been risk assessed
- deal with incidents of inappropriate behaviour by following SCAUs procedures
- promote and reinforce positive behaviour

EXPECTATIONS WITH REGARD TO PARENTS/GUARDIANS

Parents and guardians are expected to:

- work in partnership with SCAU to ensure good behaviour
- inform SCAU of any concerns
- respond to concerns raised by members of SCAU
- ensure their children always wear SCAU uniform (where applicable)
- are punctual for SCAU evenings and events in regards drop off and collection of their children

A POSITIVE APPROACH

Positive reinforcement of good behaviour will be encouraged and rewards given when exceptional behaviour has occurred, or to Squads when they have worked well as a team

SUPPORT STRUCTURES FOR YOUNGSTERS CAUSING CONCERN

Mentoring Scheme

Young leaders will mentor those youngsters struggling to maintain appropriate behaviour and be there in a supportive capacity to the activity leader

Those on the SEND Register

Parents of youngsters on the SEND register will be asked to discuss each individual child's needs with the senior leaders and help to develop strategies to support their child

PROCEDURES FOR DEALING WITH UNACCEPTABLE BEHAVIOUR

It is the responsibility of all leaders to deal with **minor incidents** which occur.

More serious incidents or failure to respond appropriately following a minor incident should be dealt with by one of the Senior leaders, and, at their discretion, recorded.

Fixed term exclusion should be discussed amongst the leadership team who witnessed the behaviour and the Leader in charge of the evening, camp or trip and the incident detailed and shared with the Executive Committee. Parents will be informed of the decision to give a fixed term exclusion from SCAU. The need for a second exclusion will result in a written letter and the parents and child will have a reintegration meeting prior to starting back with the Unit. The executive committee will be informed of this exclusion in writing.

Permanent exclusion from the group can only be decided upon by 3 senior leaders and the Executive Committee should be informed at the earliest opportunity in writing detailing the issue and the action taken. Parents should be informed in writing of this decision. Appeals should take place by writing directly to the Executive Committee.

SANCTIONS

Outlined below are examples of unacceptable behaviour and sanctions which are available. This is not a tariff, and each case must be dealt with according to its merits. Sanctions should be applied fairly

Minor Incidents

These incidents are dealt with by the activity leaders and should result in a behaviour warning. They include (but not exclusively), for example: throwing objects; constant interruptions when explanations or instructions are being given ; not following instructions; silly disruptive behaviour impacting on the enjoyment of the activity for others.

Sanctions available include:

- verbal reprimand
- short cooling off period outside the activity (maximum 5 minutes)
- sent to a temporary alternate space (to another leader)

Persistent incidents, or incidents of medium severity

These incidents must be recorded and passed to another or more senior leader. Unacceptable behaviour in this category includes:

- persistency of minor incidents as above (3 behaviour warnings in an activity constitute persistent incidents and should be sanctioned further)
- rudeness to Leaders.
- verbally aggressive behaviour to any member of SCAU

Sanctions available include:

- meeting with youngster
- contact with parents by phone
- sending home from evening meeting
- removal from an activity on camp/trips

Serious Incidents

Serious incidents are dealt with by the Leader in charge of the evening, camp or trip and include:

- extreme rudeness to Leaders
- aggressive behaviour
- smoking
- refusal to comply with other sanctions
- Repeated refusal to follow instructions
- theft
- bullying

Sanctions available include:

- meeting parents/guardians
- Fixed term exclusion
- Sending home from a camp or trip (at parents expense)
- Permanent exclusion from SCAU

Very Serious Incidents

These incidents are dealt with a minimum of 3 Senior Leaders and will result in the Executive Committee being informed in writing of the incident. They include:

- persistency of the above
- serious incidents of bullying
- sexual contact
- racial/sexual harassment
- fighting
- bringing an offensive weapon to SCAU (laser pens, inappropriate knives (not including penknives for specific activities), pellet guns, fireworks, scissors, this list is not exhaustive)
- involvement with drugs or alcohol
- physical aggression towards anyone will be treated with the utmost severity

Sanctions available include:

- fixed term exclusion
- permanent exclusion
- Police involvement