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## 1<sup>st</sup> DENMEAD SCOUT GROUP

# RESPECT POLICY

### DEFINITION OF TERMS

**The Group:** In all instances, **the Group** or **Group** is to mean the **1<sup>st</sup> Denmead Scout Group**.

**Members:** In the following text, where it refers to **members**, this is to be assumed to include every member in the various Sections of the Group including the Leaders and Helpers in the Group, parents/adults assisting at Group activities and any officer of the Group.

**Section:** where **Section** is used this is to mean the 1<sup>st</sup> Denmead Scout Group's Beaver Scout Section, the Cub Scout section, the Scout Section and the Explorer Scout Section.

### POLICY STATEMENT

**It is the policy of The 1st Denmead Scout Group to develop and maintain a friendly environment whereby all members have the right, and the ability, to operate in an atmosphere free from intimidation of any kind and where they are treated with dignity and respect.**

Offensive or discriminatory behaviour, at meetings (including Group related excursions, camps and events away from the HQ), in any form, between members, or by any member directed towards Visitors or Associates of the Group, is deplored and regarded as unacceptable.

Any member found to be in breach of the above policy may be subject to action up to, and including, expulsion from the Group. This will be in accordance with the details given below.

To support this policy, the procedure, as set out below, will effectively resolve Respect issues and complaints.

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### 1. SCOPE

This policy covers all The 1st Denmead Scout Group activities. Visitors and casual helpers are expected to abide by the ethos of this policy and are to be made aware of its content should it be seen that the need arises.

### 2. STANDARDS

The Policy sets out minimum standards of practice for The 1st Denmead Scout Group membership. All Sections and participants in Group activities should apply at least these minimum standards.

The 1st Denmead Scout Group is determined to ensure that all members have the right and the ability to be treated with dignity and respect and not to be subjected to discriminatory or offensive behaviour, harassment or bullying at the HQ or when travelling to or from Group activities;

The 1st Denmead Scout Group is committed to maintaining a procedure that allows complaints that the Respect Policy is being contravened to be highlighted in order that any instances of inappropriate behaviour can be eradicated from the Group.



### **3. DISCRIMINATORY OR OFFENSIVE BEHAVIOUR**

3.1 The essential characteristics of discriminatory or offensive behaviour are words or behaviour which :

- are based on the sex, race, colour, ethnic origin, sexuality, disability or other personal characteristics of another person or persons;
- are unwanted;
- create an intimidating, hostile, degrading, humiliating or offensive environment for the person(s) who is the target of the words or behaviour.

3.2 Intimidation on a regular or persistent basis or 'bullying' is an example of offensive behaviour. Bullying does not include appropriately conducted criticism by a Leader of a member's behaviour or performance.

3.3 Examples of behaviour prohibited by this Policy include:

- verbal abuse or offensive jokes or pranks related to a person's sex, race, sexuality, disability etc; lewd or suggestive comments or requests for sexual favours;
- unnecessary body contact; threatened or actual assault or violence;
- deliberate exclusion from conversations or Group activities on the basis of race, sex, sexuality, disability etc;
- display of offensive posters or material, pornography, inflammatory or abusive literature or graffiti;
- verbal abuse such as shouting (outside of Sectional control issues) or swearing at members ;
- threatening or insulting members;
- abusing power or using unfair penal sanctions;
- physical abuse such as hitting, pushing or jostling.

3.4 Some forms of offensive behaviour will constitute an act of gross misconduct and will normally merit immediate expulsion from the Group. Examples of this would be:

- fighting, assault on another person;
- any form of unlawful discrimination

This list is not exhaustive and other forms of offensive behaviour could also constitute gross misconduct.

### **4. COMPLAINTS PROCEDURE**

4.1 The Group encourages members to bring to its attention instances where members are witness to or subjected to discriminatory or offensive behaviour as outlined in this Policy.

4.2 The Group believes that most Respect issues are best resolved locally in an informal manner and this approach is encouraged. Issues should not normally be raised formally until some local action has been taken by the Leader in Charge of a meeting or event.

4.3 The person perceived to be bullying another Group member will be privately spoken to by the Leader in Charge to discuss the consequences and affect of his/her actions.



4.4 Where it is agreed with the Leader in Charge that the actions of the member may be perceived by others to be bullying, corrective actions in behaviour are to be suggested. Failure to subsequently desist from identified instances of bullying will lead to further disciplinary action being taken against that member.

4.5 Where a local informal approach has not led to a resolution of the issue or in the rare cases where such approaches are inappropriate, the issue is to be raised directly with the Group Scout Leader. In the case of a complaint against the Group Scout Leader, the issue is to be escalated directly to the Scouting District Commissioner.

## 5. MANAGEMENT

The Group Scout Leader bears ultimate responsibility for Respect matters within the Group. As appropriate, from time to time, the Group Scout Leader with a quorum of Leaders not less than one each from the Beavers, Cubs, Scouts and Explorer Sections and the Group Chairman or his/ her deputy, will monitor and review the operation of this Policy.

The Leader in Charge of each Section or Event is responsible to the Group for the detailed implementation of this Policy within the Section or during the event they are in charge of.

## 6. IMPLEMENTATION

In implementing this Policy, the Leader in Charge of each Section or event shall make provision for:

- Clear lines of Leadership responsibility and accountability.
- Effective communication of the contents of this Policy to members.
- Periodic review of policy operation against the standards included within this Policy.

## 7. RESPONSIBILITY OF MEMBERS

It is the responsibility of all members, irrespective of their position in the organisation, to comply with the spirit and intent of this Policy and to treat colleagues and all other members in the Group with dignity and respect at all times.

It is recognised that pressure is part and parcel of some Scouting activities and helps to keep us motivated. However, excessive pressure resulting from inappropriate behaviours, as outlined in this policy, and leading to an intolerable environment is unacceptable.

## 8. STATUS

This Policy constitutes a statement of current Group policy and does not form part of member's rights within their membership. The Group reserves the right to withdraw or amend this Policy from time to time and/or derogate from the terms of the Policy if it considers it appropriate or necessary in any specific circumstances.

## 9. POLICY OWNER

The 1st Denmead Scout Group

## 10. QUALITY CONTROL

Last Modified: May 2008  
By: Group Scout Leader - **Bernard J Reid**  
Purpose: Major overhaul of existing Policy on the basis of experience.  
Next Review: May 2009  
File Reference: BullyingSG1\_Policy[1]

