Ealing and Hammersmith District Woodcraft Folk Behaviour Policy

Introduction:

- The Ealing and Hammersmith District Woodcraft Folk Behaviour Policy is the guide to the behaviour we expect to see from all adults and children.
- This policy should be read and implemented in conjunction with the:
  - Ealing and Hammersmith District Woodcraft Folk Safeguarding Policy and procedures
  - Ealing and Hammersmith Woodcraft Folk Health & Safety Policy and procedures
  - Ealing and Hammersmith District Woodcraft Folk Drug, Alcohol and Tobacco Policy.
- The behaviour that we aim to achieve at group meetings, camps and other activities is based on the principles of co-operation, peace, harmony, democracy, responsibility, independence and improved self-esteem.
- We value the importance of praising positive behaviour in raising self-esteem. This may be by a quiet word in private or a public statement in a group 'circle' as appropriate.

Code of Behaviour:

- We shall act with courtesy and consideration at all times and will try to understand and respect other people's views.
- We shall not exclude people from our and activities.
- We will not tolerate physical or verbal abuse or bad language.
- We are an equal opportunity organisation and as such we are actively opposed to any form of prejudice on the grounds of race, culture, religion, gender, sexual orientation, age, disability or class.
- We will encourage young people to develop good interpersonal skills and promote open discussion on any problems arising from personal issues/relationships.
- We will listen when someone is speaking and give everyone the opportunity to express their views.
- We shall take responsibility for completing any task that has been allocated to us.
- We will take care of Woodcraft equipment and our own or other people's belongings. We will always ask permission before borrowing anything and will take responsibility for returning it ourselves.
- We will care for the environment. We will not pollute it with litter, graffiti or excessive noise. At camp or on a walk, we follow the country code.

<u>Sanctions</u>:

- Sanctions are not to be used lightly.
- Where there is a concern about someone's attitude or behaviour we will explain to them, as constructively as possible, why we feel it is unacceptable.
- If this does not resolve the issue it will be referred to the group leader or Camp Chief, who will consider the circumstances and may impose progressive levels of sanctions under the following guidelines (as appropriate to age and understanding).

- The District operates a system of yellow and red warning cards for more serious incidents of unacceptable behaviour.
- If the matter is sufficiently serious, an Incident Report should be completed, the parents/carer informed (for under 18s) and the matter discussed at the next district meeting.

At Camp:

1. We will discuss the behaviour and why it is unacceptable and give a warning of possible sanctions if the behaviour continues.
2. If necessary, we will invoke a sanction, e.g. extra duties such as washing up. It will rarely be appropriate to use exclusion from activities as a sanction at camp.
3. If the behaviour continues the yellow/red card system will be implemented.
4. Two yellow cards or one red would result in the individual being sent home.

At Group Night meetings:

1. We will discuss the behaviour and why it is unacceptable and give a warning of possible sanctions if the behaviour continues.
2. Discuss the matter with parents, especially if either a yellow or red card is given as below.
3. Two yellow cards or one red means the child is asked not to attend the next group night and the parent/carer may need to attend the group night on return.
4. Following discussion at a District Meeting, the ultimate sanction would be to exclude permanently.

In General:

- Group leaders should ensure that children in their groups are aware of and understand this policy and that they should feel free to raise any concerns they may have.
- Any concerns about adult members (over the age of 16), which can include Group night leaders, office holders at camp or other parents, should be raised with the Keeper of Keepers, the District Safeguarding Officers, the Camp Chief or the national office, as appropriate.
- Parents and adult members are referred to the national Woodcraft Policy: Disputes and Complaints Policy and Procedure.
- Parents and adult members are encouraged to attend district meetings where they can raise any issues.
- Where the complaint concerns an adult member, any decisions will be made by the office holders of the camp or by the District Committee at other times.