

# Dismissal policy

To protect the 8<sup>th</sup> West Wickham Explorers, Scouts, Cubs, Beavers and Squirrels as well as its leaders and volunteers the following policy has been agreed by the Trustee Board. This augments the Scouts' POR.

## Disruptive behaviour

If an Explorer, Scout, Cub, Beaver or Squirrel is continuously disruptive, a leader shall give them and their parent(s)/carer(s) a Written Warning (usually using email) explaining the expected and shown behaviour. The Explorer, Scout, Cub, Beaver or Squirrel shall also miss the next scheduled meeting of the relevant section.

If no change is observed or the disruptive behaviour is repeated, the Group Scout Leader (GLV, for Squirrels, Beavers, Cubs and Scouts) or District 14-24 Team Leader (for Explorers) shall be asked to review the issue and decide whether to ask the member to leave the 8<sup>th</sup> West Wickham in accordance with POR 3.7.4 and 3.7.5, respectively.

If an Explorer, Scout, Cub, Beaver or Squirrel is engaging in dangerous or criminal conduct they may be immediately dismissed by the GLV (for Squirrels, Beavers, Cubs and Scouts) or District 14-24 Team Leader (for Explorers). Alternatively they may be suspended in accordance with POR 3.6.

When assessing whether a behaviour is disruptive, reasonable adjustments are to be made to cater for any known physical or mental disability of the relevant Explorer, Scout, Cub, Beaver or Squirrel.

If a member who has received a Written Warning receives a further Written Warning in a different section, this further Written Warning is considered to be a first Written Warning. The same applies if more than three months (for Squirrels and Beavers) or six months (for Cubs and Scouts) have passed with no significant signs of disruptive behaviour.

In the event of a member being asked to leave the Group in accordance with POR 3.6 due to disruptive behaviour, a pro rata refund of any previously paid annual subscription fee will usually be refunded to the original payer of the subscription.

## Continued absence

If an Explorer Scout, Cub, Beaver or Squirrel has not attended three consecutive meetings, a leader should get in touch with the Scout and/or their parent(s)/carer(s) to check on them and ascertain the reason for their absence.

If a Scout, Cub, Beaver or Squirrel<sup>1</sup> is absent for three consecutive meetings without a reasonable excuse (e.g. exams, health issues, known issues of anxiety, etc.), the relevant Section team shall contact the member's parent(s)/carer(s) with a view to encourage the member to return. The member may, until they return to regular meetings be excluded from off-site activities.

If after such a conversation the member does not attend regularly, the member will be deemed to have left the Group. This will be communicated to the Scout and parent(s)/carer(s).

If a Scout's, Cub's, Beaver's or Squirrel's absence is **with** a reasonable excuse, usually communicated prior to a meeting, the Section team may decide, in consultation with the GLV, to not apply the above rule.

In the event of a member being deemed to have left the Group due to non-attendance, no refund of any previously paid annual subscription fee would be made, though in exceptional circumstances a part refund may be approved by agreement of the GLV and the Group Treasurer.

Approved by the Trustee Board on 30<sup>th</sup> April 2025.

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<sup>1</sup> The remainder of this section does not apply to Explorers as Explorer Units do not have to observe defined ratio between adults and minors and therefore an absent Explorer does not "take away" the place from anyone else.