



Scouts Victoria

Scout Code of Conduct Resources

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INTRODUCTION

Every Scout Unit should have their own Code of Conduct on display in their hall.

We know that lots of Leaders already have methods to do this, and you are welcome to continue doing whatever activities that you already do. **Your Unit Code of Conduct must contain the four categories of behaviour, listed below, and must be displayed in your hall.**

This resource has been developed to support Leaders with new ideas or strategies to create their Unit Code with their youth members. Feel free to pick and choose activities based on what will work with your community.

We encourage all Leaders to include the “How to get help” section, as these messages need to be explicit for our youth members.

Categories of behaviour

- Category 1: Behaviour that we want to see, such as cheering and supporting each other.
- Category 2: Behaviour that we need permission for, such as taking photos or hugging.
- Category 3: Behaviour that is inappropriate, such as teasing or rough housing.
- Category 4: Behaviour that is harmful or unsafe and must be reported to Scouts Victoria.

Category 4 behaviour includes but is not limited to:

- Persistent or repeated Category Three behaviour.
- Category Two behaviour without permission.
- Bullying, harassment or discriminating behaviour.
- Purposefully making someone else uncomfortable.
- Having or sharing inappropriate material on devices.
- Any sexual interactions.
- Any violent or threatening behaviour.
- Any illegal behaviour.

Scout Units are encouraged to create their Code of Conduct over several weeks, so that:

- Youth members don't miss out if they are absent.
- Some of the heavier topics are dispersed and are potentially less upsetting.
- Youth members are able to ponder and think about the topics.
- The Program has more variety.
- Youth members can seek extra support if needed.

There is an example Code of Conduct from 2022 Kangaroo in Appendix 1 below.

For more information on these, please see the Harmful Behaviours Policy on the Scouts Victoria website.

ACTIVITIES FOR CODE OF CONDUCT

Understanding the four categories

Using Appendix 4, and depending on your youth members, you could design various activities using the list of behaviours.

- If you print the behaviours on different coloured paper and cut them out, you could assign a colour per patrol and have a race to collect and categorise each behaviour.
- In Patrols, they could discuss each behaviour and what category it could go in. Then compare different Patrols to see if anyone had different answers.
- Print (and cut out) a few copies. Ask each Patrol to only collect one Category. For example, Eagle Patrol collects all behaviours in Category 1.
- Ask your youth members which ones they would add, remove or change.

These behaviours are not an exhaustive list. Feel free to add or subtract depending on the needs of your members.

The discussion after this activity is actually the important piece, to start collecting views and perspectives from your Unit and how they feel about the types of behaviour.

Category 1 activities:

Behaviour that we want to see, such as cheering and supporting each other.

- Have a Unit discussion around what behaviours make you happy. For example, you really like it when people ...
 - **Hint:** Young people will often gravitate towards what makes them unhappy. Help them to turn it into a positive. For example, I hate when people are late to Scouts. That means you like it when people are on time.
- Hold a Unit discussion around gratitude and what you are grateful for.
- Create a gratitude tree, rock, box or garden.
- Write a letter to someone expressing your gratitude towards them.
- Do an act of kindness for someone else. Bonus points if they don't know you're doing it.
- Create a kindness chain (strips of paper joined together) with a positive or kind behaviour on each strip.



Collect the statements or ideas and use them to start creating a list of behaviours that you want to see in your Unit.

Someone I Admire

Give the youth members time to consider someone they admire – either a real person (known or otherwise) or a fictional character. Ask them to consider what character strengths they admire about that person. Are they brave? Funny? Kind? Strong? Honest?

These activities will start your youth members thinking about what we would all like to see in the Unit, and what makes a sort of great community they want to be a part of.

Category 2 activities

Behaviour that we need permission for, such as taking photos or hugging.

This is the time to reflect on rules you already have. Every Unit is likely to have a rule about something you need permission for; borrowing equipment, using the kitchen or leaving the hall are examples.

Then extend the conversation into other concepts that need permission such as taking photos of people, putting on harnesses, touching other people's belongings or touching some else.

Category 3 activities

Behaviour that is inappropriate, such as teasing or rough housing.

Think, Pair, Share.

- Have a think about what behaviour you don't like at Scouts. (You might like to play some music while they think.)
- Tell a buddy about what behaviour you don't like.
 - Did you have the same behaviours?
 - Do you agree with your Patrol? Or do you disagree?
- Share your behaviours with the Unit.
- Consider asking how they would prefer to be reminded about these behaviours.

This will help you develop the list of Category Three behaviours.

Category 4 activities

Behaviour that is harmful or unsafe and must be reported to Scouts Victoria.

Ask your Unit to consider the following Category Four behaviours:

- Bullying, harassment or discriminating behaviour.
- Purposefully making someone else uncomfortable, including intimidation, sexual innuendo, stalking and threats.
- Partaking (or knowing someone else is) in drugs, alcohol, cigarettes, or vaping.
- Having or sharing inappropriate material on devices.
- Any sexual interactions.
- Any violent or threatening behaviour.
- Any illegal behaviour.
- Category Two behaviour without permission.
- Persistent or repeated Category Three behaviour.

Are there any of the above that you would like to discuss? Anything you don't understand, or you think should be moved to another category?

This is a great place to discuss the following topics:

- What is bullying, harassment or discrimination?
- What sexual interactions are okay in your Unit? (Is kissing okay?)
- What are the rules around phones in your Unit?
- Do your expectations of each other change if it's online or face to face?
- How could you ensure the online environment is safe?
- Consider what the Unit consequences should be, if someone breaches one of these.

Activities that can be used for any category:

All of these activities will help to build a culture of sharing and developing respect for each other's differences and similarities. We want our Units to be a space where everyone can share their views safely. This will also help the adults understand the different perspectives around the room, which will help everyone work together better!

At the end of any of these activities, ask the youth members some reflection questions:

- What did you notice about that activity?
- Did you find it difficult to hear from other people?
- Did it change your perspective in any way?
- Does it change your thinking?

Debate

- Hold a Unit debate. Some topics could be:
 - That everybody deserves respect.
 - There should be a death penalty.
 - The State government has overstepped with enthusiastic consent legislation.
 - Is justice more important than peace?
 - The minimum wage should be raised.
 - Do smartphones make us less smart?
 - Is it bullying if it only happens once?
 - Under 18s shouldn't be allowed to have social media.

The Um Game

Take turns to receive a random topic and speak for 60 seconds on that topic. You can't use any "filler" words such as "ah", "um", "you know"! You could use any topic, and some of the topics already listed in this document might be useful.

More information: <https://funnygameideas.com/how-to-play-the-ah-um-game/>

Pass the Parcel

- In a similar way to the debate, wrap a "pass the parcel" with random topics for the youth member to agree or disagree with between each layer. For example:
 - "Do you agree that it's only bullying if someone gets hurt?"
 - "Do you agree or disagree that respect must be earned?"

You might like to include some silly activities in between the layers to add some amusement. (Recite a nursery rhyme, do 10 jumping jacks etc)

- Play pass the parcel.
 - Pass the parcel around the circle until the music stops.
 - Whoever is holding the parcel when the music stops has to unwrap a layer and do whatever is on the paper inside.

Agree or disagree?

Have the words "Agree" and "Disagree" at different ends of the hall and ask youth members to stand in the right space (or anywhere in between!) according to their belief on the following statements:

- I believe pineapple belongs on pizza.
- I believe that holding hands is inappropriate at Scouts.
- I believe children should provide a house for their aging parents.
- I believe that the driving age should be lowered to 16.
- I believe you should be allowed to hug anyone, whenever you want.
- I believe that you shouldn't be allowed to take photos of Under 18s without written permission.
- I believe that the internet is better than TV.
- I believe that you should only be allowed to have one streaming service.
- I believe that it's okay to lie.
- I believe playing a game is only fun if you win.

Step Forward If...

Start in one straight line, down one end of the hall. Someone asks a question, and you step forward if that applies to you. See where everyone ends up at the end.

More information:

https://www.bmc.org/sites/default/files/Patient_Care/Specialty_Care/Pediatrics%20-%20Autism/TEAM/Line-game.pdf

CONSEQUENCES

Scout Units might consider discussing possible consequences while planning their Unit Code of Conduct. Having this discussion early can help support difficult conversations when something does happen!

HOW TO GET SUPPORT

This section is a chance to explicitly share with your Scouts about how they can get help. This empowers them with knowledge to get support if they need it.

Who to ask?

Put the signs from Appendix 6 around your hall, and then ask the youth members how they would deal with some of the following situations:

- Your pencil broke while you were drawing.
- You saw another Scout steal food from the kitchen.
- You are on a really difficult hike and struggling to make it up the final hill.
- A Scout in your Patrol has an asthma attack.
- Someone shows you an Instagram of other people in the bathroom.
- You get separated from your Patrol on a penny hike.
- Another Scout has shared that someone has touched them inappropriately.
- Your friend says something mean to you.
- Your mobile phone has been taken.
- Another Scout keeps playing with your hair and won't stop when asked.

No, Go, Tell, Change Model

1. **No!** Say "no, I don't like this". Make it clear that you don't like the behaviour or are uncomfortable.
2. **Go.** Get away from the situation; either physically or turn off your device.
3. **Tell.** Tell a trusted adult what has happened. It is not your fault. It will be easier to help you if you can share. (This can be a good opportunity to talk about the Scouts Victoria Child Safe poster.)
4. **Change.** Don't participate yourself or be a by-stander. Be someone who stands up for others.

See Appendix 7

Five Trusted Adults

- Question for your youth members: What if you asked for it to stop and it doesn't? What about if the person continues to make you uncomfortable or worried? You need to tell an adult that you trust. We hope that every young person has five trusted adults in their lives. What sorts of adults could you tell?
 - Parents.
 - Extended Family or Family Friends.
 - Leaders.
 - Teachers.
 - Sport Coaches.

Ask them: Who are your trusted adults?

Child Safe Poster

- Question for your youth members: What happens if you've tried to say, "Please stop." and you've tried to tell a trusted adult and it still hasn't helped?
- Take them to where your Child Safe poster is displayed in your hall. Talk them through the poster and show them the Child Safe phone number.
- Any member could call this number any time day or night if they need help.
- If you don't have one in your hall, it's important that this happens as soon as possible. Please speak to your GL or DC. (There's an image in Appendix 5 so you know what you're looking for.)

REFLECTION

After you've run through some of activities, and developed a list of behaviours for Category 1, 2 and 3, it's time to put it in a display format. You can display it any way you like. We've got a template for you in Appendix 2 if you need.

At this stage, please share this with your Group Leader and your District Leader. They might like to add or suggest changes.

Finally, you need to take it back to your youth members and ask if they are still happy with it. Is there anything they would like to change, add or subtract? Try to finish the discussion on Category One – end on the positives!

Once you have agreement, you might like to ask them to put something on the display to signal they agree, like their names or handprints. This should also be a core part of your Intro to Section for all new members.

It would be good practice to share this document with your parents and families. Why not publish it on whatever communication platform you use? Email, social media, newsletter etc. Sharing it with families will help you to manage any incidents that might occur.

Another great practice would be to share with the rest of your Group and District. Share with others and develop more ideas to improve yours for next time.

Scouts at Kangaree Code of Conduct example

Scout & Venturer Youth Service Leaders Code of Conduct

Category 1: Behaviour that we would like to see

This is behaviour that we encourage you to display.

- Being respectful, kind, helpful and caring
- Encouraging and supporting others
- Checking in on others
- Being prepared and organised

Category 2: Behaviour that is sometimes appropriate

This is behaviour that you need to seek permission before doing.

- Any physical touch, including hugs
- Taking and/or posting photos or personal information
- Being loud and noisy, including playing loud music
- Touching equipment that isn't yours
- Putting equipment on someone else – harness, PFD etc

Category 3: Behaviour that is not appropriate

This is behaviour that is assumed not intentional and fixed by the young person after being reminded.

- Not fulfilling your duties
- Swearing or yelling
- Excluding others
- Being impatient
- Name calling
- Being somewhere you shouldn't be

Category 4: Behaviour that is not acceptable

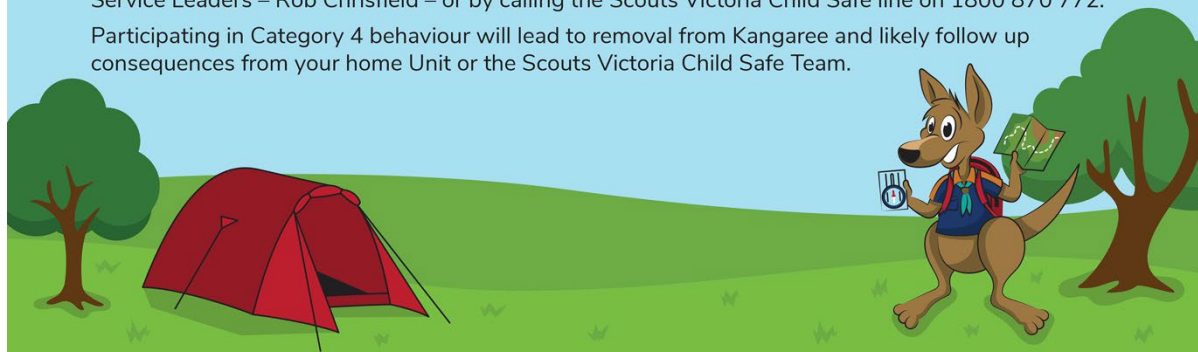
This is behaviour that is contributing to someone being or feeling uncomfortable or unsafe and will not be tolerated.

- Category 2 behaviour without permission
- Persistent or repeated Category 3 behaviour
- Bullying, harassment or discriminating behaviour
- Purposefully making someone else uncomfortable
- Partaking (or knowing someone else is) in drugs, alcohol, cigarettes or vape.
- Any sexual interactions
- Any violent or threatening behaviour
- Any illegal behaviour

Partaking in Category 2 behaviours without permission, or failing to modify a Category 3 behaviour will become a Category 4 behaviour.

Category 4 behaviours must be reported to People & Well Being via the General Manager Activity Service Leaders – Rob Chrisfield – or by calling the Scouts Victoria Child Safe line on 1800 870 772.

Participating in Category 4 behaviour will lead to removal from Kangaree and likely follow up consequences from your home Unit or the Scouts Victoria Child Safe Team.



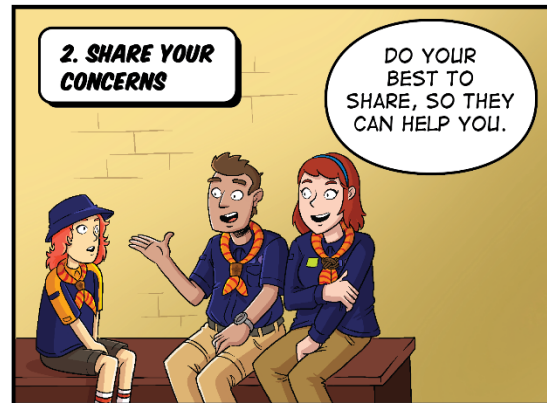
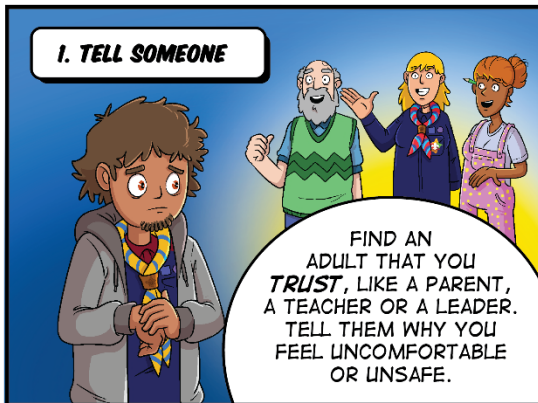
Code of Conduct – Template

Category 1: Behaviour that we would like to see.	Category 2: Behaviour that we need permission for.
<i>This is behaviour that we encourage you to display.</i>	<i>This is behaviour that you need to seek permission before doing.</i>
Category 3: Behaviour that is inappropriate.	Category 4: Behaviour that is harmful or unsafe and must be reported to Scouts Victoria.
<i>This is behaviour that is generally not intentional and can be fixed by the young person after being reminded.</i>	<i>This is behaviour that is contributing to someone being or feeling uncomfortable or unsafe and it will not be tolerated. Any of these actions must be reported to the Child Safe Team at Scouts Victoria.</i>

Scouts Victoria Child Safe line on 1800 870 772 or childsafes@scoutsvictoria.com.au

Child Safe Poster Alternate Version

FEEL SAFE, BE SAFE



Scouts
VICTORIA

Scouts Victoria
Child Safe Line
1800 870 772

childsafes@scoutsvictoria.com.au

CATEGORY 1

Behaviour we want to see.

CATEGORY 2

Behaviour that needs permission

CATEGORY 3

Behaviour that is inappropriate

CATEGORY 4

Behaviour that is harmful or unsafe

Being respectful

Being helpful

Being caring

Supporting others

Cheering for others

Encouraging others

Being organised

Being on time

Doing what you say you will

Physical touching

Hugging someone

Taking photos

Posting photos

**Cooking in the kitchen
of the Scout Hall**

**Touching another
person's stuff**

Being loud and noisy

Not doing what you should

Swearing

Yelling at people

Excluding others

Not being your best self

Name calling

Using nicknames

Repeated Category 3 behaviour

**Category 2 behaviour
without permission**

Bullying behaviour

Discrimination

Making someone feel uncomfortable

Drinking or having alcohol

Smoking or vaping

Taking drugs

**Helping someone else to
do the wrong thing**

Kissing other people

Violent behaviour

Threatening someone

Illegal behaviour

Keeping secrets

Punching people

Rough housing

Being kind

**Accidentally hitting
someone with a ball**

**Borrowing equipment
from Q store**

Appendix 6

HANDLE ON YOUR OWN	HANDLE WITH A FRIEND
TELL A TRUSTED ADULT	NOT SURE

No, Go, Tell, Change

No!

Say "no, I don't like this". Make it clear that you don't like the behaviour or are uncomfortable.

Go!

Get away from the situation; either physically or turn off your device.

Tell!

Tell a trusted adult what has happened. It is not your fault. It will be easier to help you if you can share.

Change!

Don't participate yourself or be a by-stander. Be someone who stands up for others.



Follow these four steps if you are in need of support.

Scouts Victoria

1800 870 772

childsafes@scoutsvictoria.com.au

