



# Scouts Victoria

## Rover Code of Conduct Resources

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## INTRODUCTION

Rovers often find themselves in a challenging predicament – are you an adult or a youth? In Scouting, you're both, depending on the situation!

Each of you is required to follow the Scouts Australia Adult Code of Conduct, and all the other adult compliance requirements. While those requirements support your actions as individuals, they often don't cover how a Unit behaves as a cohesive team.

This resource is published from Scouts Victoria to align with our Child Safe requirements (for other Sections) and to provide suggested activities for Units who want to better explore the culture and cohesion of their Unit.

Rover Units are encouraged to think about the behaviours within the four categories, like the other Sections. Units are also encouraged to display these codes in their Hall, as it is easier to embed something you see regularly!

This is different to a constitution, or Unit Guidelines. They reflect the rules that you use to lead and manage the Unit fairly and consistently. These Codes of Conduct explore behaviour, conduct and culture.

This resource has been developed to support Unit 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 everyone to include the "how to get help" section, as we believe these messages need to be more explicit.

### 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 3 behaviour
- Category 2 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

Rover Units are encouraged to create their Code of Conduct over a number of 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
- Members can ponder and think about the topics
- The program has more variety
- Members can seek extra support if needed

*For more information on these, please see the Harmful Behaviours and the Adult Code of Conduct Policies on the Scouts Victoria website.*

## **SUGGESTED ACTIVITIES**

### **Discussion topics**

- What values are important to your members and why?
- Service is spoken about less with the current program. What does service mean to you?
- What does the Scout Law and Promise mean to you? Is there an aspect you could strengthen? Is there a strong aspect you could share with another Unit?
- Spend a few minutes discussing one of the concepts of kindness, gratitude or compassion. What do they mean to you? Are they important in your Unit?
- Consider ways that your Unit currently demonstrates service, gratitude, kindness or compassion. Could you add something into your program to strengthen that aspect?

We're aiming to start thinking about what values are important to the Unit, and what makes a great community that they want to be a part of.

### **Video about consent**

- Show this video about tea: [https://www.youtube.com/watch?v=\\_607HC5OYdU](https://www.youtube.com/watch?v=_607HC5OYdU)
  - Hold a discussion about what this means at Rovers
  - This will depend on your own comfort level and understanding
  - Discuss what else tea could be a metaphor for - i.e. What else do you need permission for?

### **Category 4 activities**

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

Ask your Unit to consider the following Category 4 behaviours:

- Bullying, harassment or discriminating behaviour
- Purposefully making someone else uncomfortable, including intimidation, sexual innuendo, stalking and threats
- Having or sharing inappropriate material on devices
- Any sexual interactions
- Any violent or threatening behaviour
- Any illegal behaviour
- Category 2 behaviour without permission
- Persistent or repeated Category 3 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 you change your expectations if it's online?
- 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 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 18's 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 must 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 kissing is inappropriate at Rovers
- I believe children should provide a house for their aging parents
- I believe that the driving age should be raised to 21
- I believe that it's difficult to manage a romantic relationship in a Rover Unit
- 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 you should have to provide written consent for sexual interactions
- I believe that it's okay to lie
- I believe playing a game is only fun if you win

## **CONSEQUENCES**

You might consider discussing possible consequences while planning their Unit Code of Conduct. For example, what should happen if one of our Rovers is accused of bullying another Rover?

Having this discussion early can help support difficult conversations if something does happen!

## HOW TO GET SUPPORT

Take some time to explore different situations and how you might get help for yourself or others.

- What could you do if someone is doing something you don't like?
- What could you do if you are worried about a fellow Rover?
- Which number do you call at Scouts Victoria for support?
- Can you call the Police to report a concern?
- What could you do if someone was sharing information about you online?
- Do you have trusted adults in your life?

There are many different answers to these situations, and they are all valid depending on the circumstance. By exploring these situations, you will be raising awareness for everyone about different ways to support yourself and others.

Answers you might like to consider:

- While making someone feel unsafe or uncomfortable is never okay, consider if you have been explicit in your discomfort of the situation. Have you asked them to stop?  
Nobody can read your mind
- Trusted adults are important to share worries or concerns with. Scouts Victoria can help you find a trusted adult if you need one
- You can absolutely contact the Victorian Police if you need to
  - You might need to ask for a welfare check if you're concerned about another Rover
- As Rovers, you would call the emergency line for support. While the Child Safe line doesn't quite apply, the call-taker will never turn you away
- Consider our fact sheet about how to extra help:  
<https://scoutsvictoria.com.au/media/7984/need-support-as-a-young-person.pdf>
- Consider information about online responsibilities such as the eSafety Commission  
<https://www.esafety.gov.au/>

## REFLECTION

Once you've thought about all the different aspects, you might like to put it into a display version in your Hall. It's always a good idea to have a "cold light of day" test i.e. Are we still happy with what we agreed upon?

You might like to share your Code of Conduct with your Rover Advisor and Group Leader.

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.

## Venturers 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

<p><b>Category 1: Behaviour that we would like to see</b></p>	<p><b>Category 2: Behaviour that we need permission for.</b></p>
<p><i>This is behaviour that we encourage you to display.</i></p>	<p><i>This is behaviour that you need to seek permission before doing</i></p>
<p><b>Category 3: Behaviour that is inappropriate</b></p>	<p><b>Category 4: Behaviour that is harmful or unsafe and must be reported to Scouts Victoria.</b></p>
<p><i>This is behaviour that is generally not intentional and can be fixed by the young person after being reminded.</i></p>	<p><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 Scouts Victoria.</i></p>