



Code of Conduct

As an Explorer Scout, I understand that I will observe the Scout Law and always comply with the Explorer Scout Code of Conduct.

Code of Conduct

1. Have fun
2. Take part and encourage each other - make new Explorers feel welcome
3. Do not discriminate against other people
4. Do not take illegal drugs, drink alcohol, vape or smoke at Explorer events/ meetings
5. Be a good person - Bullying or intimidating behaviour towards fellow Explorers, helpers or members of the leadership team will not be tolerated
6. Listen when people are talking and let them finish before sharing your opinions
7. Respect any formal ceremonies including flag break
8. Respond to email, events and make payments on time
9. Wear suitable clothing for the activities – wear smart uniform when required which includes shirt, scarf and smart trousers
10. Use appropriate language – no swearing!
11. Relationships are fine but must not influence weekly meetings or events
12. Respect other people's personal space
13. Explorers must ensure that they pay their membership subscriptions on time

Mobile Device Policy:

As a unit, we allow members to bring mobile phones to meetings and events (however please note, these are not covered by our insurance). We ask that members refrain from using their mobile phones when partaking in activities although in free time / downtime, you are permitted to use them. If you cause disruption by using your phone, the following will apply:

1. First offence: A verbal warning will be issued by a member of the leadership team, who may also confiscate the mobile device for a short period of time.
2. Repeat offence: A formal verbal warning will be issued by a member of the leadership team and the device will be confiscated until the end of the evening.

Penalties

- A. Minor misconduct or first offence: A Verbal warning will be issued to the Explorer by a member of the leadership team. The Explorer may be asked to take no further part in all or part of an activity, depending on the severity of the breach.
- B. Repeated minor misconduct: A formal verbal warning will be issued to the Explorer and behaviour/breach of the Code of Conduct will be discussed with their parents. In some cases, this may mean that the Explorer is required to leave the meeting or activity immediately.
- C. Major misconduct: The Explorer and their parents will be issued with a formal warning by the leadership team and the District Explorer Scout Commissioner. The Explorer may be asked to not attend for a short period of time.
- D. Serious misconduct: The Explorer will be dismissed immediately. The matter will be referred to the District Explorer Scout Commissioner who may decide, in consultation with the District Commissioner that the Explorer is asked to leave the Scout Association.

- *Repeated minor offences will be interpreted as major or serious misconduct.*
- *Should a criminal act be committed we will not hesitate in involving the Police.*
- *Any member of the leadership team can apply these penalties for breach of the Explorers Code of Conduct.*