

2.14 – GRIEVANCE AND CONFLICT RESOLUTION

Preamble

1. This Policy should be read in conjunction with:
 - a. Branch Policies 2.1 Appointment of Adult Leaders, 10.2 Incident Reports and 10.10 Child Protection; and
 - b. Chief Commissioner’s Directives 2.14.1 Handling of Minor Behavioral Problems or Differences of Opinions, 2.14.2 Handling of Major Behavioral Problems and 2.14.3 Guidelines for Conducting an Investigation.

Introduction

2. Working in an Association as diverse as Scouting, there will be times when parties will not agree on a particular course of action, decision or direction. Usually these disagreements are resolved quickly following the principles of the Scout Promise and Law, and without the need for any further action.
3. However, there are times when a person wants to take the result of these actions, decisions or directions to a higher Scouting authority to seek a clarification or ruling. In these instances, such problems or differences of opinions should be raised at the next level in Scouting.
4. On occasions when conflict arises, including those concerning major behavioural problems, the procedures used to resolve the situation again, must ensure that youth members are protected, and that natural justice is not denied to all parties concerned

Delegated Authority to a Contingent or Major Activity Leader

5. Where members of the Association are participating in an activity at Regional, Branch, National or International level such as Regional Camp, Branch Scout Rally, Cuboree or Jamboree, the person appointed to take charge of that activity, or of the Branch contingent to it, has the authority to withdraw any members from the activity for inappropriate behaviour. This may include making suitable arrangements for their return home. Any further disciplinary action will be referred to the appropriate Commissioner or Chief Commissioner.

Role of the Chief Commissioner

6. The final avenue of appeal against any decision is the Chief Commissioner. The Chief Commissioner may, at their discretion, refer any matter to an independent member or panel for further investigation, advice or recommendation prior to making a final decision.

Suspension of Members

7. Suspension of scouting members is considered in circumstances where the conflict, dispute or situation is such that it is alleged that an individual by their actions:
 - has infringed the Association’s “Duty of Care” to one of its members or a member of the public; or
 - committed a significant breach of the “Code of Conduct”, or
 - is considered to have brought the Association into disrepute.
8. Adult membership of The Scout Association, ACT Branch is granted under the conditions outlined in Policy Statement 2.1 Appointment of Adult Leaders and in the Branch Constitution.

Termination of Members

9. In the ACT, Branch adult appointments are “determined” (issued, withdrawn, resigned, transferred, suspended or cancelled) by resolution of the Branch Executive Committee on the recommendation of the Appointments Committee. Where the Chief Commissioner’s recommendation is termination of membership, then the determination is the prerogative of the Branch Executive Committee. This decision shall be final.

10. The BEC having made such a “determination” shall not be under any obligation to state the reasons for such action.
11. The procedures for the suspension of Scouting members is set out in Chief Commissioner’s Directive 2.14.2, Handling of Major Behavioural Problems.

AUTHORITY

12. This policy rescinds 2.6 Conflict Resolution.
13. This policy or amended policy was approved by the Branch Executive Committee on 28 February 2013 and 22 August 2019.