



Essex Network Disciplinary Procedure

Essex County Scout Network recognises its responsibility to deal fairly, constructively and consistently with expressions of concern or dissatisfaction from members and non-members of the Network.

There exists a clear complaints procedure as laid out in POR chapter 15 and the fact sheet "Resolving Complaints" FS140100 (both available via www.scoutbase.org.uk.)

It is recognised that wherever possible complaints and concerns should try to be resolved informally.

There may be instances where individuals or groups express concern about other individuals or groups within the Network and that concern needs to be addressed. The Network Advisor or CSNC should be approached with the concern. The Advisor with the CSNC will discuss the concern with the reporter and those to which the concern relates.

If the concern can be dealt with informally, the CSNC and the Advisor will decide, in consultation with relevant parties, a fitting reprimand or whether no action need be taken. Any action taken will be in the context of self-development for individuals and/or the development of Network. Any individual or Network to which a complaint or concern has been expressed against is entitled to have an independent representative of their choice involved throughout.

Every incident or concern will be addressed independently and on its own merits. For any action that requires a more formal route to resolution POR/ FS140100 will be followed.

31st January 2008



Essex County Scout Council

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