

STAGE 1

General Behaviour Issues:

Volunteer applies strategies to deal with the issue

- Remind child of the positive behaviour required
- Take child away from activity and address concern with another volunteer
- Use reward system and removal of privileges where appropriate
- Earn participant's respect by showing care and support whilst managing behaviour
- Listen and explain the way the program works; at times instructions need to be followed
- Restorative justice conversations with both parties
- Check child's medical form for reasons why they may be behaving inappropriately.

STAGE 2

Sexual Harassment, bullying and consistent misbehaviour:

Camp team (excl. manager) applies strategies to deal with the issue

- Explain to child that ERC WA has a zero tolerance policy to bullying and sexual harassment; this must be made plain by the coordinators to all participants at the start of each program
- Participants who engage in bullying, sexual harassment or consistent misbehaviour will be given a warning by the camp team (excluding the camp manager); the correct behaviour and outcomes of negative behaviour is made clear
- Consistent misbehaviour only should be dealt with in a hierarchical manner;
 - Volunteer leader engages a second leader
 - Volunteer leader step out and allow other volunteer leaders to engage
 - Camp coordinators engage in communication with participant
 - Camp coach engages in communication with participant
- Phone the parent/carer for best practice on how to deal with the child's behaviour.

STAGE 3

Recurring Sexual Harassment, bullying and extreme misbehaviour:

Camp manager/staff member will apply strategies to deal with the issue

- Should the participant engage in sexual harassment and/or bullying after they have received a warning from the camp team (excluding the camp manager) or if their misbehaviour has made it through the hierarchy without producing the desired effect they will be referred to the camp manager/staff member attending the program
- The camp manager will explain very clearly the inappropriate behaviour being displayed and the desired behaviour required. The camp manager/staff member will explain that the participant has received their first and only warning from this level of the hierarchy

STAGE 4

Sexual Harassment, bullying and misbehaviour post warning:

Camp manager/staff member will communicate consequences

- The camp manager/staff member will call the parents of the participant and withdraw the child from the program immediately. There will be no further warnings; this must be adhered to for consistency and the expectation of consequences for misbehaviour

STAGE 5

Sexual Harassment, bullying and misbehaviour:

Community Engagement Manager & CEO remedy situation

- Community Engagement Manager and CEO discuss participant's behaviour and consequences; child may receive a suspension no longer than 2 mega camp programs; parents and referral agents must be consulted and kept aware of the circumstances
- Should the participant's behaviour be deemed unmanageable, the child may be expelled from the program; the referral agency and parents/carer must be kept informed.