



Licola Wilderness Village - Lions Sponsored Camps

'3 Strikes and you are out' Policy

Aim: This policy aims to manage children's behaviour on all Lions Sponsored Camps (LSC). It gives children the expectations from their arrival on any LSC as to what behaviour is acceptable and what behaviour is not. It also gives Licola Wilderness Village staff and volunteers a guideline to follow as a means to manage inappropriate behaviour. The policy is in place as a facilitation tool for behaviour management, however it is primarily the role of the 'Disciplinary Officer' to ensure children are treated fairly and worked with on a one-on-one basis to maximise each child's potential.

As part of the groups welcome briefing the Disciplinary Officer (DO) is responsible for informing the group of this policy.

3 Strikes and you are out:

On arrival: The DO will ask the group what behaviour they deem inappropriate for camp: Responses need to include/ discussed:

- Bullying; fighting; stealing; name calling; swearing; not showing respect to leaders, staff, or any other child on camp; not following instructions from staff or leaders; leaving boundaries; vandalising / damaging property, games, cabins etc.

Children know what behaviour is right and wrong! This is reiterated with the group at the conclusion of briefing.

The DO displays the Disciplinary Folder, and show the front page which will have a list of each and every child - name, age, group and cabin number, followed by 3 boxes; Strike 1, Strike 2 and strike 3, see example below:

Name	Age	Cabin	Group	Strike 1	Strike 2	Strike 3
Joe Blog	9	12	3	Date:	Date:	Date:
Jane Doe	10	6	3	Date:	Date:	Date:

The DO then explains that we have a "3 strike and you are out" policy. This informs the campers that if they misbehave they will be sent to the DO. It also tells the campers that they will be sent home on the third offence.

1. It is explained that a strike 1 means that this is the first warning and they will discuss their behaviour and ways of preventing it from happening again.
2. If they continue to misbehave, they will be placed on a strike 2, which includes a phone call home, explaining to their parents or carers that they are behaving inappropriately. More importantly that they only have 1 more strike before they will be asked to leave camp.



3. The DO will then explain that the final strike, strike 3, means that the child will be asked to leave camp, that their parents or carers will be responsible for coming to Licola to collect them and their belongings.

It should be explained at this point that if a particular behaviour is deemed so bad, a child can jump straight to a Strike 2 or even to a Strike 3 in the first instance.

Sometimes after a strike 2: the child may misbehave in a minor way. This doesn't require a Strike 3, a small punishment (missing an activity etc.) can be used in its place. Our intention isn't to remove a child from the program unless we have to.

If the child follows on and does something **worthy** of being sent home, then we do need to stick with the policy. A call home will be placed informing the parent/carer of what they have done and begin plans for extrication from camp. This is done when the DO feels sure that the decision is the correct, one for the individual (who should learn from the experience) and/ or the other children on camp. It is the last step after working hard and doing everything we can to give the child the opportunity to stay. It is only after exhausting the DO's facilitation toolbox that the decision needs to be made. The decision is made in consultation with the Camp Manager/ Operations Manager and or CEO.

Volunteers:

It is important that the DO informs the volunteers and Group Leaders (either at the pre-camp training or during the initial briefing with them on arrival) to comply with this policy. Inform the Group Leaders that if they tell a child their behaviour is inappropriate and 'they will be sent to the DO', then they *must* follow up on this. If the child then displays the same behaviour or any other inappropriate behaviour, the group leader needs to ensure that the child speaks to the DO. If a volunteer does not comply with this policy we risk losing control of the behaviour of the children and the LSC becomes hard work for everybody. When a GL is sending a child to the DO, they are to be escorted by the witnessing adult and await instructions from the DO or Camp Manager.

Disciplinary Officer:

The role of the DO can be challenging. The DO needs to be able to be firm but fair, listen and act in accordance to each scenario. The DO is not to have pre-decided what has happened before they have spent some time understanding the situation. If a child is brought to the DO for inappropriate behaviour, and the DO deems their actions small and not worthy of a strike, then this is ultimately their decision. Being the DO requires a great deal of facilitation and working with each child on a one-on-one basis. The DO's aim is not to get rid of children from camp; it is to ensure we maintain a good standard of behaviour from the children as well as maximising each child's potential.

Each time that the DO decides that a strike is to be given they must write the date on the 'Name list' in the Disciplinary Folder as well as filling out a Disciplinary Form, which will explain the action of the child and the decision taken and why. This is important for future



references of children, and can impact on a decision for a child to return to camp as well as legally protecting Licola Wilderness Village staff and volunteers.

Remember: sometimes adults get it wrong too, a GL may think they saw something but the child can tell you otherwise, so listen and decide from there...

Reminders:

On the final night at camp, it is important that the DO explains to the whole group again that even though it is the final night, bad behaviour will not be tolerated and that the camp managers will be happy to organise pick up from parents at camp. The children will be informed that if we do not trust that they can behave on the buses, then they will not be getting on one. It will be up to parent/ carers to collect children from camp if needs be.

As mentioned, the DO has a very hard job, not being too soft or too hard on each individual child on camp, looking after their wellbeing and the wellbeing of others is challenging and finding a balance can prove tricky. Treat **everyone** fairly!