



BARBADOS BOY SCOUTS ASSOCIATION

INFORMATION SHEET

NOTES FOR THE PARENTS/GUARDIANS OF A YOUNG PERSON UNDER SUSPENSION

The purpose of this information sheet is to inform you of what SUPPORT is available for your son/ward while he is under suspension.

Your son/ward has been suspended because he was accused of a breach of the Association's policies, rules and/or regulations due to his behaviour that placed adults or young people at serious risk or harm, or a serious criminal offence. Suspension is not a disciplinary sanction or indication of guilt. It ensures that no incidences should arise that may cause further concern. During this period, a full investigation will be conducted in accordance with the Association's procedure and guidelines for resolving complaints.

During the period of suspension, your son/ward will not be permitted to participate in any activity connected with Scouting and must not wear the uniform or badges. There will be some contact required for the suspension process itself and modifications will be made to allow your son/ward to attend certain events such as an award presentation. These modifications are handled by the relevant Commissioner in writing and are detailed in Regulations and Rules Rule 14.2d. During the suspension period, you will be offered independent support personnel to act as a Scouting Liaison. The Liaison gives direct personal support to your son/ward for as long as it is deemed appropriate by the appointing Commissioner and with your agreement.

It is the Liaison's role to provide a listening ear and to help you and your son/ward to not feel isolated from Scouting. The suspension process will be managed by the relevant Commissioner who will keep you and your son/ward updated on the status of the process. The Liaison has no responsibility for the running of the suspension process.

The Liaison will not be involved in any way with the allegation, or with any subsequent Scout investigation, and will not play any part in the process of suspension. The Liaison is not expected to enter into any legal, financial or personal commitment, for example bail, surety, binding over, or be involved in court proceedings.

The Liaison will not discuss or advise on any details of the alleged incident, or champion the suspended person's case. They will keep in regular contact with you and your son/ward, and this may involve visits or phone calls. The frequency of any contact will depend on your son/ward's wishes and may vary as the situation develops.

During the period of suspension there will be an investigation into the complaint/accusation conducted under the auspices of the Association for and breach of its policies, rules and/or regulations for which you and your son/ward will be expected to participate. The full details of which you will be informed and provided adequate notice prior to the conduct of these proceedings. In the event of a criminal matter that is before the law courts, the Association will await the outcome of those proceedings before making any decision as to its own possible actions.

Possible outcomes following a period of suspension may include:

- Reinstatement
- Reinstatement with conditions
- Dismissal

You will be informed of the outcome in writing from the Association via the Group Scout Leader.

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If you are dissatisfied with the final outcome, you can appeal the decision through your Group Scout Leader in accordance of the Association's policy and procedure for the handling of complaints within the organization.

REFERENCES

1. **Regulations & Rules of the Barbados Boy Scouts Association.** 2021 Edition. Barbados Boy Scouts Association, "Hazelwood", Upper Collymore Rock, St. Michael BB11604, Barbados.