

The fundamental policy that applies to all Gang Show discipline is that embodied in the Scout and Guide Laws, and in the principles laid down by Baden Powell. Baden Powell was a firm believer in encouraging proper behaviour, building character in young people, teaching them teamwork/social/behavioural skills and applying the principle of fairness in dealing with every circumstance. This policy is founded on these principles.

1. Any initial disciplinary problems within the Patrol will be handled by the Patrol Leader as part of his/her duties. The PL will show discretion and fairness in dealing with the matter and provide feedback and advice on how the person may improve their behaviour or how other influences may be averted.
2. Disciplinary problems on the rehearsal floor will be dealt with by the giving of battleaxes by Production Team or Welfare Team, at their discretion. If a person feels that they have been unfairly treated in this process, then the affected person and their PL should see the Producer/Director who will hear the issues and make a determination on whether the battleaxe will stand or be waived, at his discretion.
3. In the event of a significant breach of discipline or if any person receives 3 or more battleaxes then that person will be asked to attend a meeting of the Patrol Council, where their behaviour and any course of action will be discussed and agreed between the PL's. The PL's will show discretion and fairness in their dealings with the matter and notify each of the affected parties of any actions taken. Apart from exceptional circumstances, every person should be given one warning and a chance to modify their behaviour.
4. In the event of any second or further significant disciplinary issues with a particular person, it will be referred to the Producer/Director, who shall discuss the matter fully with all relevant parties and show discretion and fairness in dealing with the matter. Any action, including dismissal, may be made by the Producer/Director at his discretion. The Producer/Director will advise any affected parties of any action taken through the formation of a Disciplinary Committee consisting of the Producer/Director, the Welfare Director, the Patrol Leader of the affected cast member, the Cast Liaison Person, and the Chairman of the Patrol Council.
5. The Patrol Leaders will prepare an Appraisal sheet for each cast member before the end of each season, indicating their general behaviour and providing advice on any matters of significance. This will be annotated by the Welfare Director. A person can be "not recommended" to be included in the following year's cast, only if they have already been through stage 3 above and have shown no effort in modifying their behaviour. In this case, a full explanation of any subsequent behaviour will be required for discussion with the Producer/Director. Through the principles of encouraging proper behaviour, building character in young people, teaching them teamwork/social/behavioural skills and of fairness in dealing with every issue, it is every Leader's responsibility that matters only reach this stage in exceptional circumstances.
6. The Producer/Director, may consult with the Production Team, the Welfare Team, relevant members of the Cast and other members of the Management Board, in assessing the merits of any recommendation to not allow a cast member to participate in future shows, and will make a determination, showing discretion and fairness in dealing with the matter.

7. Standards of behaviour are no less than those required of the cast. However, any initial disciplinary problems will be managed by the relevant Department Leader of the person involved. This leader will show discretion and fairness in dealing with the matter and notify each of the affected parties of any actions taken. Apart from exceptional circumstances, every person should be given one warning and a chance to modify their behaviour.
8. In the event of any second or further significant disciplinary issues with a particular person, it will be referred to the relevant Director, who shall discuss the matter fully with all relevant parties and show discretion and fairness in dealing with the matter. Any action, short of dismissal, may be made by the Director at his discretion.

In the event of a person being recommended to be expelled from the Gang by the relevant Director, a disciplinary committee consisting of the Producer/Director, the Welfare Director, the relevant Director and one other member of the Gang Show Board shall be formed to discuss the recommendation and approve a course of action.

The Board of Management of the Cumberland Gang Show would like to re-emphasize the Scout and Guide Associations of Australia zero tolerance policy to the use of illegal drugs by any member of these Associations at Cumberland Gang Show activities. This policy also extends to the use of legal drugs by any underage members (i.e. those under 18 years of age). Any infringement of these rules will result in the person involved being brought to the attention of the appropriate authorities.

END OF POLICY