



# Anti-Bullying Policy

*"It is the responsibility of all adults in Scouting to help develop a caring and supportive atmosphere, where bullying in any form is unacceptable." The Scout Association – Policy, Organisation and Rules – January 2015*

Bullying is deliberate, hurtful behaviour that is usually repeated over a period of time.

Bullying can be:

- Physical: Threatening or causing injury to a person or property
- Verbal: Teasing, insulting, ridiculing, humiliating or making sexist, racist, or homophobic comments to someone
- Social: Excluding others from a group, spreading gossip or rumours about them, rejecting or isolating them, or making them feel inferior
- Cyber: using digital media to purposefully harm someone, like spreading rumours and hurtful comments through the use of e-mail, mobile phones, social media websites and text messaging.

All forms of bullying are taken extremely seriously.

- Be aware of the signs of bullying. These include, but are not limited to, reluctance or hesitation to engage in activities, often being the target of jokes, changes in usual behaviour (for example, a usually quiet child lashing out verbally or physically), bruises or physical injury or high anxiety around certain individuals.

## Responsibilities of Young People

1. Have respect for everyone in your group. Sometimes something you think is

“a bit of fun” can hurt other people.

2. If you are being bullied, or you see signs of bullying, find an adult or someone that you trust and tell them what is happening. You will always be listened to.

## **Responsibilities of Parents and Helpers**

1. Record all observations as accurately as possible. If you have been told something by a child, try to write down what they said word-for-word as soon as possible.
2. Pass information to a Section Leader or Assistant Section Leader. The information will be kept confidential.
3. Keep the situation calm and help the young person feel good about themselves and re-assured that telling someone was the right thing to do.

## **Responsibilities of Leaders**

1. Take all allegations of bullying seriously.
2. Talk to the young person about how they want to address the issue and listen to how they feel.
3. Make a judgement on whether the situation requires simply talking to the young people involved, informing parents or, if the situation is extremely serious, whether the incident needs to be reported to higher authorities.
4. Follow up to make sure that the bullying stops; sometimes the bullying may take a different form or may become more subtle rather than stop.
5. Make sure everyone in the group, both adults and children, are aware of what to do if they see signs of bullying and that bullying in any form is wrong and never tolerated.