

Anti-Bullying Policy

Purpose

This policy explains the zero-tolerance approach that 2nd Acomb (St. Stephen's) Scout Group takes to bullying, harassment, and victimisation, along with the important role that every member has in ensuring there is an inclusive environment.

Applies to

All Leaders including Trustee Board Members, Young Leaders, Volunteers, Suppliers, Contractors and members of the Public who are involved with 2nd Acomb (St. Stephen's) Scout Group.

Summary

We do not tolerate bullying, discrimination, harassment including sexual harassment or victimisation. We are committed to providing an environment free from discrimination in which members are treated with dignity and respect. This policy will help you to understand the part you play in ensuring there is an inclusive environment at 2nd Acomb (St. Stephen's) Scout Group. You can also review our Inclusion policy.

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Version control

Version	Author	Role	Release date
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Anti-Bullying Policy

At 2nd Acomb (St. Stephen's) Scouts, we are governed by the Scout Association's Policy, Organisation and Rules (POR).

The Group and The Scout Association are committed to the prevention of bullying among all members, be they adult or youth:

"It is the responsibility of all adults in Scouting to develop a caring and supportive atmosphere, where any form of bullying is unacceptable."

All the members of 2nd Acomb (St. Stephen's) have the right to enjoy a safe, caring environment, safe from harm and able to fully enjoy all the activities we undertake. In this context members refers to adult members of 2nd Acomb (St. Stephen's) as well as young people.

As a Group, we:

- DO have respect for everyone as individuals, whatever their differences
- DO take bullying seriously
- DON'T accept any bullying behaviour
- DO report any bullying we witness, whomever it is aimed at
- DO take seriously someone reporting that they are being bullied
- DON'T watch others being bullied without reporting it

Please also see the Inclusion Policy for details on how the Group handles discrimination, harassment including sexual harassment or victimisation.

Code of Conduct

This code of conduct applies to all members (adult and youth members alike) of 2nd Acomb (St. Stephen's) Scout Group.

The good behaviour policy and code of conduct will:

- Allow all members to take part in a programme which is both challenging and fun
- Ensure that the atmosphere in 2nd Acomb (St. Stephen's) is supportive of all members
- Stop members from taking part in an activity where they could be a danger to themselves or others

All members of The Group will:

- Come to meetings regularly, notifying in advance (as far as is possible) when they will be absent
- Be helpful and kind to each other
- Join in and work as a team
- Listen to each other and respect each other's opinions
- Not make fun of anyone else for whatever reason
- Not tolerate bullying
- Support those who need or ask for help

- *(Individual sections may have also developed their own, possibly more age appropriate, codes of conduct, they do not supersede this document)*

How do we define bullying?

Bullying is a deliberate attempt to intimidate or persecute another person.

This can be physical or psychological, in person, online or by phone/text message. Bullying can include but is not limited to: name calling, verbal threats, spreading rumours, hitting, pushing, kicking, biting, excluding others from a group or activity, damaging or hiding people's property and teasing.

What are the effects of bullying?

Bullying is upsetting for those affected.

Bullying can affect a person's self-esteem, confidence and concentration. Bullying may lead members to be reluctant to come to meetings or join in activities or to ask to change nights or sections. Other changes may include the individual becoming quieter or more withdrawn or lashing out at other people both verbally and physically.

Any member of 2nd Acomb (St. Stephen's) who feel that they are being bullied or who witnesses what they believe to be bullying should take the matter to whomever they feel is appropriate and that they feel comfortable speaking to; this could be a Section Leader, Assistant Group Scout Leader (AGSL), the Group Scout Lead Volunteer (GSLV) or member of the Trustee Board. Young people may prefer to speak to a parent, in which case the parent should report it as above. It is important to report such issues as soon as they occur so that the facts can be established promptly before memories are blurred or witnesses become unavailable.

Preventing bullying and harassment

Everyone should:

- Be alert to the signs of bullying, harassment or discrimination to enable instances to be identified
- Be aware of the potential problems/behavioural issues that bullying can cause
- Be accessible and approachable to enable members to discuss bullying with them

Take action to deal with such behaviour when it occurs:

- Discuss with the Section Leader, AGSL or GSLV
- Agree a course of action to support those affected
- In the case of young people affected by bullying, discuss the situation with the parents/ carers of all affected parties and keep them informed of the action being taken

Discuss with the section what has happened with a view to:

- Promote good behaviour
- Improve the environment of the section
- Improve everyone's awareness of bullying and its consequences

In addition to discussion of bullying and its negative impact on people and steps to stop it from happening in future, it may be necessary for further action to be taken. This will vary from case to case. Such action may include:

- In the case of children:
 - Removal of rank (sixer/ second, patrol leader etc.)
 - Exclusion from the next meeting
 - Exclusion from camps or other activities

- Permanent exclusion from the Group
- In the case of adults:
 - Re-training
 - Suspension from Scouting (via Safeguarding team)
 - Exclusion from Scouting (via Safeguarding team)

Ultimately the Group Scout Lead Volunteer is responsible for the handling of all issues reported within The Group; please see also the Group's complaints procedure.

Your role in preventing bullying and harassment

All members have an important role in achieving an environment free from discrimination, harassment, bullying and victimisation.

We expect you and all other members to:

- Lead by example; never indulge in deliberate harassment or bullying
- Think about your behaviour to ensure it does not intentionally or unintentionally cause offence or embarrassment to others
- Be prepared to speak up if you see others acting inappropriately
- Act promptly if complaints are raised to you, and inform the Group Scout Lead Volunteer and take ownership of ensuring that the complaint is investigated

Should you wish to make a complaint, you should follow the complaints procedure. This means raising your concerns in the first instance with either the Section Leader, or Group Scout Lead Volunteer by email to gslv@2ndacombscoutgroup.co.uk