

8th Darlington (Cockerton Green) Scout Group – Anti-bullying Policy

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Reviewed by: Executive Leadership Team

Introduction

The 8th Darlington (Cockerton Green) Scout Group is committed to providing a safe and supportive environment where everyone is treated with respect and dignity. Bullying in any form is unacceptable and will not be tolerated. This policy outlines our approach to preventing, identifying, and responding to bullying within our group.

Definition of Bullying

Bullying is the repeated and intentional behaviour that causes physical, emotional, or psychological harm to another person. It can take many forms, including but not limited to:

- **Physical Bullying:** Hitting, kicking, or other physical aggression.
- **Verbal Bullying:** Teasing, name-calling, or making derogatory remarks.
- **Emotional Bullying:** Exclusion, spreading rumours, or manipulating relationships.
- **Cyberbullying:** Using digital platforms to harass, threaten, or intimidate.

Objectives

- To create a safe and welcoming environment for all members.
- To raise awareness about bullying and its effects.
- To provide clear procedures for reporting and addressing bullying.
- To support and protect individuals who experience bullying.
- To educate and guide those who engage in bullying behaviour towards positive change.

Prevention

1. **Education and Awareness:**
 - Regularly include anti-bullying education in meetings and activities.
 - Promote understanding and respect for diversity and individual differences.
2. **Positive Behaviour:**
 - Encourage and model positive behaviour and respectful interactions.
 - Recognise and reward acts of kindness and cooperation.
3. **Clear Expectations:**
 - Clearly communicate the group's expectations regarding behaviour.
 - Ensure all members understand the consequences of bullying.

Reporting Bullying

1. **Encouragement to Report:**
 - Encourage all members to report any incidents of bullying they experience or witness.
 - Assure them that reports will be taken seriously and handled confidentially.
2. **How to Report:**

- Members can report bullying to any trusted adult within the group, such as a section leader, the Group Scout Leader (GSL), or a member of the Executive Leadership Committee.
- Reports can be made verbally or in writing.

Responding to Bullying

1. **Immediate Action:**
 - Ensure the safety of the individual being bullied.
 - Address the bullying behaviour promptly and directly.
2. **Investigation:**
 - Conduct a thorough and impartial investigation into the reported incident.
 - Gather information from all parties involved, including witnesses.
3. **Resolution:**
 - Determine appropriate actions based on the findings of the investigation.
 - Actions may include mediation, education, and in severe cases, disciplinary measures.
4. **Support:**
 - Provide support to the individual who was bullied.
 - Offer guidance and support to the individual who engaged in bullying behaviour to help them understand the impact of their actions and to encourage positive change.

Consequences

Consequences for bullying behaviour will be appropriate to the severity of the incident and may include:

- Apology and restitution to the victim.
- Mediation sessions to resolve conflicts.
- Temporary or permanent exclusion from specific activities or the group.
- Referral to external support services or authorities if necessary.

Monitoring and Review

- Regularly monitor the effectiveness of the anti-bullying policy.
- Collect feedback from members, parents/guardians, and volunteers.
- Review and update the policy annually to ensure it remains effective and relevant.

Contact Information

For any questions, concerns, or to report an incident of bullying, please contact:

Erika Milner Tel: 07939096538

Sharon Penman Tel: 07908050727

Email: safeguarding8thdarlington@outlook.com