

The Anti-Bullying Policy of the 5th Dorking (URC) Scout Group



Adopted by the Group Executive Committee on: 22nd September 2016

To be reviewed annually.

"Children have the right to protection from all forms of violence (physical or mental). They must be kept safe from harm and they must be given proper care by those looking after them".

[The United Nations Convention on the Rights of the Child, Article 19]

In Scouting we create positive and respectful environments where we value and celebrate our differences. This makes it difficult for bullying to occur. However, at some time we will all have experienced bullying, either as a target or an observer. That's why it's important that all adults and young people understand the role they play in addressing and preventing bullying. Guidance has been written to help deal with bullying and take steps to reduce the chances of it happening in our group or section.

POR: Rule 2.5 Responsibility within the 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.

WHAT IS BULLYING?

Young people say that bullying is their biggest concern.

Bullying is found in all walks of life, and can happen anywhere, to anyone. Some may say 'it's just part of growing up', but many young people feel powerless to stop bullying and may carry its effects long into their adult lives.

Bullying can take many different forms, some less obvious than others.

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

Bullying is not the same as disputes and squabbles between friends – although this may turn into bullying, and should be addressed.

Bullying behaviour deliberately causes hurt, is repetitive and involves an imbalance of power. In other words the person on the receiving end feels like they can't defend themselves.

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.

Young people experience bullying for a variety of reasons; where they live, their sexuality, gender, disability, the colour of their skin, what clothes they wear or what team they support. Often, young people have no idea why they are being bullied.

It's every adult's responsibility to ensure that young people live, learn and play in an environment where bullying behaviour does not take place.

Young people say they want adults to help them when bullying takes place, but often adults find it difficult to establish whether bullying is taking place or know what to do.

- ❖ Any member of the Group who feels he is being bullied should take the matter to whomever he feels is an appropriate person within the Group. That person must act in accordance with POR Rule 2.5 *above*. It is important to report problems as soon as they occur, so that the true facts can be established straight way, before memories are blurred or witnesses become unavailable.
- ❖ Any member of the Group who becomes aware that another member is being bullied should take suitable action to deal with this situation, as above, or report it to the GSL.
- ❖ The Group Scout Leader will take the ultimate responsibility for listening to all grievances within the Group, advising, and where he considers it desirable, taking action to remedy any situation. If the GSL is unable to resolve the situation, he will refer to the District Commissioner. *'Resolving Complaints FS140100'*.

Resources:

[Together we can Beat Bullying – Guide \(PDF\)](#)

- a copy should be provided to all adult members of the 5th Dorking

[Together we can Beat Bullying – Poster \(PDF\)](#)

BeatBullying activity packs

Activity packs for Beavers, Cubs and Scouts were created in partnership with Beatbullying. These packs can be used in the sections as they contain great ideas and activities to help young people take positive action to make bullying unacceptable.

[Beaver Scout Activity Pack](#)

[Cub Scout Activity Pack](#)

[Scout Activity Pack](#)

Unfortunately Beatbullying no longer exists as an organisation, but signpost young people to [Childline](#) and [Kidscape](#) for further help and advice about bullying.