

Anti-Bullying Policy

(Appendix B to Group Welcome Pack dated January 2020)

Scout Association Policy – the following is an extract from the Policy, Organisation and Rules of the Association

"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*]

The Scout Association is committed to this ethos and seeks to ensure, as far as is reasonably practicable, the prevention of all forms of bullying among Members. To this end all Scouting activities should have in place rigorous anti-bullying strategies.

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 and will not be tolerated.

Adults in Scouting should:

- be aware of the potential problems bullying may cause;
- be alert to signs of bullying, harassment or discrimination;
- take action to deal with such behaviour when it occurs, following Association policy guidelines;
- provide access for young people to talk about any concerns they may have;
- encourage young people and adults to feel comfortable and caring enough to point out attitudes or behaviour they do not like;
- help ensure that their Group/Section has a published anti-bullying code.

Group policy on bullying

Definition of bullying:

Bullying is defined as a deliberate attempt to intimidate or persecute another person, by physical or psychological means.

Any such behaviour is clearly at variance with the Scout Law.

All members of the Group, young and old, have a plain duty to avoid acting in an overbearing way. However, it must also be recognised that:

- it is necessary for good order and safety, and entirely in keeping with the Scout ethos, for clear instructions to be given by those in charge of activities, which can include other youngsters, and for appropriate action to be taken if these instructions are not followed.
- it is particularly important for the effective operation of the Patrol system in the Scout Troop that the ability of Patrol Leaders to organise their Patrols should not be allowed to be undermined by misconceived complaints of bullying. Allowances must be made for the relative inexperience of Patrol Leaders in carrying out their duties.
- whilst it is normal and healthy for youngsters playfully to tease each other, this must not be confused with bullying and if this is suspected then the leaders will take appropriate action.
- whilst it is quite possible for a person wrongly to perceive a threat which is not intended, each situation will need to be dealt as and when it arises and any action taken will be based on the outcome of an investigation.

Any member of the Group who feels he/she is being bullied in any form should inform the most appropriate adult (Section Assistant, Section Leader Group Scout Leader) who will take the



matter to whomever he/she feels is an appropriate person within the Group. That person must act in accordance with POR Rule 2.5 *above*.

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 Group Scout Leader.

The Group Scout Leader will take the ultimate responsibility for listening to all grievances within the Group, advising, and where he/she considers it desirable, taking action to remedy any situation. If the Group Scout Leader is unable to resolve the situation, he/she will refer to the District Commissioner.