



# Scouts

## 6th Dagenham (St Mary's)

Policy Name: Anti-Bullying Policy

Governance Lead: Stuart Bailey

Review Process: Annually

Date of Last Review: November 2025

Date of Next Review: November 2026



Approved by Trustee Board:

Chairperson Wayne Baker

Group Lead Volunteer: Charlotte Iddenden - Smith

## Introduction

6th Dagenham Scout Group is committed to providing a safe and inclusive environment where all young people, volunteers, and leaders can participate in Scouting activities free from bullying, harassment, or discrimination. This policy supports Youth Protection in line with The Scout Association's POR (Section 3) and outlines our commitment to preventing bullying and responding effectively when it occurs.

## Purpose

The purpose of this policy is to ensure that all members understand what bullying is, its impact, and how we will work together to prevent and address it. We aim to create an environment where everyone is treated with respect and kindness, and where bullying is never tolerated.

## Definition of Bullying

Bullying is any deliberate, hurtful behaviour, either physical or emotional, that is repeated over time. It can involve actions, words, or behaviour intended to cause distress or harm. Types of bullying include:

- Physical: Hitting, pushing, or damaging property.
- Verbal: Name-calling, teasing, or threats.
- Social: Exclusion from activities or spreading rumours.
- Cyberbullying: Using digital platforms to harm or intimidate.
- Racial or Gender-based: Targeting someone because of personal characteristics.

## Our Commitment to Preventing Bullying

6th Dagenham Scout Group takes a zero-tolerance approach to bullying and is committed to:

- Promoting respect, inclusion, and positive behaviour at all levels.
- Raising awareness about bullying and its effects.
- Educating members about kindness and respectful interactions.
- Ensuring appropriate support is available to both victims and those responsible for bullying.
- Ensuring all volunteers complete relevant safeguarding training as required by POR.

## Reporting Bullying

Anyone who experiences or witnesses bullying must report it. Reports can be made to any leader, volunteer, or trusted adult. We encourage:

- Speaking up directly or using anonymous reporting mechanisms.
- Keeping records of incidents where possible.

## Investigating Bullying

Upon receiving a report:

- The designated leader or Group Scout Leader (GSL) investigates promptly and confidentially.
- All parties are spoken to separately and supported.
- External agencies may be involved if required.

## Consequences for Bullying

When bullying is confirmed, actions may include:

- Meetings with parents/guardians.
- Restorative approaches to help bullies understand the impact of their actions.
- Temporary or permanent suspension from group activities, depending on severity.
- Support or counselling for both victims and bullies to address underlying causes.

## Support for Victims and Bullies

**Victims:** Provided with emotional and practical support, including follow-up meetings and access to resources.

**Bullies:** Offered guidance to understand the consequences of their behaviour, including counselling and empathy education.

## Encouraging Positive Behaviour

To prevent bullying, we will:

- Recognise and reward positive behaviour.
- Engage young people in discussions about respect, diversity, and teamwork.
- Role-model positive behaviour by leaders and volunteers.

## Regular Monitoring and Review

This policy will be reviewed annually to ensure effectiveness and compliance with current POR guidance. The group will monitor the environment to ensure bullying does not occur and will adapt strategies as needed.

## Conclusion

By following this policy, 6th Dagenham Scout Group creates an environment where young people can thrive free from fear, intimidation, or discrimination. We are committed to Youth Protection, inclusivity, and fostering respect and kindness in all activities.