

Version 1.4

Oct 2024

Anti-Bullying Policy

Sutton Coldfield Adventure Unit

Review Date: Oct 2025

Date	Version	Amendments	Approved by Trustees	Reviewer
09/2017	1.3	2017 Version (First Draft)	Y	Stu Foxall
10/2024	1.4	2024 Version • Addition of version table. • Minor formatting. • Replaced ‘people who are gay or lesbian’ with ‘people who are part of the LGBT+ community’.		Dan Hull
Next review: October 2025				

SCAU is completely opposed to bullying and it will not be tolerated or condoned within the organisation. All members of the SCAU community (children, leaders, young leaders, student leaders, parents) have a right to a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment. SCAU is based upon respect, good manners and fair play, as leaders we are committed to ensuring a safe and caring environment that is free from disruption, violence and any form of harassment. SCAU prides itself on its respect and mutual tolerance. Parents/ guardians have an important role in supporting SCAU in maintaining high standards of behaviour. Bullying, harassment, victimisation and discrimination will not be tolerated. We treat all SCAU members fairly and with consideration and we expect SCAU members to respect all the leaders regardless whether they are SCAU Ursa or a Young Leader in return. All forms of bullying are unacceptable at SCAU and any instances will be recorded and, where appropriate, will result in necessary action.

ALL FORMS OF BULLYING WILL BE ADRESSED ROBUSTLY

Our Principles :

- SCAU members have a right to be free from intimidation and fear.
- The needs of the victim are paramount.
- SCAU will not tolerate bullying behaviour.
- Bullied SCAU members **will** be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups.

Bullying can include:

- Physical pushing, kicking, hitting, pinching etc.
- Name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring of individuals.
- Sectarian/racial taunts, graffiti, gestures.
- Sexual comments and/or suggestions.
- Unwanted physical contact.
- Interfering with another SCAU members property, by stealing, hiding or damaging it.
- Belittling another SCAU members abilities and achievements.
- Excluding another SCAU member from a group activity.
- Ridiculing another SCAU members appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

Children from ethnic minorities, disabled children, young people who are part of the LGBT+ community, or those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.

DEFINITION OF BULLYING

Bullying can be defined as "behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally". Put another way, bullying is the intentional hurting, harming or humiliating of another person by physical (including any threat of or use of violence of any kind), sexual, verbal (including via email, social media and SMS or other instant messages), and emotional (including by excluding, being sarcastic, name-calling, tormenting or spreading malicious rumours) means. It can involve manipulating a third party to tease or torment someone, or actions that fall short of direct participation, where someone encourages others to bully, or joins in with laughing at a victim. Bullying is often hidden and subtle. It can also be overt and intimidatory. Bullying may involve actions or comments that are sexual or sexist, homophobic, racist, which focus on religion or cultural or family background, special educational needs, disabilities or physical attributes (such as hair colour or body shape). It may also be unpleasant in other ways. Bullying can happen anywhere and at any time and can involve anyone - pupils, other young people, staff and parents. Emotional bullying is when a victim is taunted, mocked, excluded from groups or the subject of hurtful and untruthful gossip and rumours. Often, he/she who engages in this form of behaviour does not consider it to be bullying, but considers it to be 'a joke'. If the victim does not find teasing or taunting funny, then it is not. Emotional bullying can be more damaging than physical. Physical bullying should not be seen merely in terms of a pupil being physically assaulted. It can include damage done to the victim's property, clothing or work at SCAU. Verbal bullying is name-calling or making insulting remarks which can be sexual/sexist, racial or homophobic in nature.

DEFINITION OF CYBERBULLYING

Cyberbullying can be defined as "the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others". It is an aggressive, intentional act carried out repeatedly over time, often against a victim who cannot easily defend himself/ herself. Cyber-bullying could involve communications by various electronic media, including for example:

- Texts, instant messages or calls on mobile phones
- The use of mobile phone camera images to cause distress, fear or humiliation
- Posting threatening, abusive, offensive or humiliating material or comments on websites (including blogs, personal websites and social networking sites such as Facebook, Instagram, Twitter or YouTube)
- Using e-mail to message others in a threatening or abusive manner; or
- Hijacking/ cloning e-mail accounts.

RESPONSIBILITIES OF SCAU LEADERS AND TRUSTEES

- Demonstrate by example the high standards of personal and social behaviour we expect of all SCAU members.
- Discuss bullying with all sections on a termly basis, so that every SCAU member learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a leader about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the section leaders as soon as possible.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively.

RESPONSIBILITIES OF SCAU MEMBERS

We expect SCAU members to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the SCAU member who is being bullied, unless it is unsafe to do so.
- Report to a leader any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Any SCAU member who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

RESPONSIBILITY OF PARENTS / GAURDIANS

We ask our parents to support their children and SCAU by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to section leaders and explain the implications of allowing the bullying to continue unchecked, for themselves and for other SCAU members.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- Keep a written record of any reported instances of bullying.
- Informing SCAU leaders of any suspected bullying, even if their children are not involved.
- Co-operating with SCAU, if their children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

Everybody has the responsibility to work together to stop bullying – the leader/ helper, the parent/guardian and the child/young person. SCAU's official commitment is to the early identification of bullying and prompt, collective action to deal with it.

Anyone who reports an incident of bullying will be listened to carefully and be supported, whether it's the child/young person being bullied or the child/young person who is bullying. A report of bullying will be recorded and appropriate action taken.

Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved.

Children/young people being bullied will be supported and assistance given to uphold their right to play and live in a safe environment which allows their healthy development.

Those who bully will be supported and encouraged to stop bullying but if bullying persists in any form they will be removed from SCAU.