



Anti-Bullying Policy & Code of Conduct

Approved by Trustee Board: 15th July 2025

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Version Control

Version	Author/ Editor	Release Date
1.0	David Thorne	22 nd May 2018
2.0	David Thorne	5 th July 2020
3.0	Annie Bennett	12 th September 2022
4.0	Annie Bennett	17 th July 2023
4.1	Gareth Mines	11 th July 2025

Code of Conduct

This code of conduct applies to all members (adults and youth members alike) of Dringhouses (PC) Scout Group, hereinafter referred to as “Dringhouses Scouts” or “The Group”.

The Group’s good behaviour policy and code of conduct will:

- Allow all members to take part in a programme which is both challenging and fun
- Ensure that the atmosphere in The Group is supportive of all members
- Prevent members from taking part in an activity where they could be a danger to themselves or others

All members of The Group will:

- Respect their Scouting promise
- Come to meetings regularly, notifying in advance (as far as is possible) when they will be absent
- Be helpful and kind to each other and treat everyone with respect
- Join in and work as a team
- Listen to each other and respect each other’s opinions
- Not make fun of anyone else for whatever reason
- Not tolerate bullying
- Support those who need or ask for help

Individual sections may also develop their own, possibly more age appropriate, codes of conduct, they do not supersede this document.

Background

“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]

Anti-Bullying Policy

We at Dringhouses Scouts are governed by the Scout Association’s Policy, Organisation and Rules (POR). The Group and The Scout Association are committed to the prevention of bullying among all members, be they adult or youth. [Rule 2.8.2.1](#) states “It is the responsibility of all adults in Scouts to help develop a caring and supportive atmosphere, where bullying in any form is unacceptable.” All the members of The Group have the right to enjoy a safe, caring environment, safe from harm and able to fully enjoy all the activities we undertake. In this context members refers to adult members of the Group as well as young people. As a Group we:

- 1) DO have respect for everyone as individuals, whatever their differences.
- 2) DO take bullying seriously
- 3) DON’T accept any bullying behaviour

- 4) DO create an atmosphere secure enough to enable all to talk about concerning behaviour
- 5) DO report any bullying we witness, whoever it is aimed at
- 6) DO take seriously someone reporting that they are being bullied
- 7) DON'T watch others being bullied without reporting it

How do we define bullying?

Bullying is a deliberate attempt to intimidate or persecute another person. This can be physical or psychological, in person, online, in apps or by phone/text message. Bullying can include but is not limited to: name calling, verbal threats, spreading rumours, hitting, pushing, kicking, biting, excluding others from a group or activity, damaging or hiding people's property, making jokes at someone's expense and teasing.

What are the effects of Bullying

Bullying is upsetting for those affected, in many cases the subject of the bullying cannot cope with the situation and this may affect their behaviour as well. Bullying can affect a person's self-esteem, confidence and concentration. Bullying may lead people in The Group to be reluctant to come to meetings or join in activities or to ask to change groups or sections. Other changes may include the individual becoming quieter or more withdrawn or lashing out at other people both verbally and physically.

Any member of The Group who feels that they are being bullied or who witnesses what they believe to be bullying should take the matter to whomever they feel is appropriate and that they feel comfortable speaking to; this could be a Section Team Leader the Group Lead Volunteer (GLV) or member of the Trustee Board. (See the group organisation structure.) Young people may prefer to speak to a parent, in which case the parent should report it as above.

It is important to report such issues as soon as they occur so that the facts can be established promptly before memories are blurred or witnesses become unavailable.

Adults in The Group will:

- Be alert to the signs of bullying, harassment or discrimination to enable instances to be identified.
- Be aware of the potential problems/ behavioural issues bullying can cause
- Be accessible and approachable enabling members to discuss bullying with them
- Take action to deal with such behaviour when it occurs:
 - Discuss with the Section Team Leader or GLV
 - Agree a course of action to support those affected
 - In the case of young people affected by bullying, discuss the situation with the parents/ carers of all affected parties and keep them informed of the action being taken.
 - Discuss with the section what has happened with a view to:
 - Promoting good behaviour
 - Improving the environment of the section
 - Improve everyone's awareness of bullying and its consequences

In addition to discussion of bullying and its negative impact on people and steps to stop it from happening in future, it may be necessary for further action to be taken. This will vary from case to case. Such action may include:

In the case of children:

- Removal of rank (sixer/ second, patrol leader etc.)
- Exclusion from the next meeting
- Exclusion from camps or other activities
- Permanent exclusion from the Group

In the case of adults:

- Retraining
- Suspension from Scouting (via Safeguarding team)
- Exclusion from Scouting (via Safeguarding team)

Ultimately the Group Lead Volunteer is responsible for the handling of all issues reported within The Group, please see also The Group's complaints procedure.

Links

[Anti-Bullying](#)