

## Leaders:

- Must listen to the wishes of the person being bullied
- Must do something about it and not ignore it
- Talk to the bully and find out why they are doing it
- Give everybody a chance to talk to someone and get their story heard
- Bring the bully and person being bullied together to find similar interests
- Should decide on the best action to take, for example:
  - ◆ The bully should say sorry if they mean it
  - ◆ Any items taken have to be given back
  - ◆ Get the bully to do something to make up for what has been done
  - ◆ Tell the bully it has to stop
  - ◆ Talk to the whole group about bullying
  - ◆ Help the bully to deal with their problem and how to change
  - ◆ If the bully keeps up this behaviour explain to them they could be asked to leave
  - ◆ Try to get those involved to become friends or to at least learn to respect each other
- Leaders must tell the Captain about what happened and how it has been handled.
- In serious cases, parents should be told about what has happened
- If really serious talk to your Child Protection Advisor at Church or the Police
- Keep a note of what happened, who you spoke to and action how it was dealt with
- Look out for those involved to make sure the problem does not continue

## How will we check our policy works?

- Girls' Brigade Scotland will review the rules regularly.
- Companies should make sure that the rules work for them.
  - ◆ Check that everyone is happy in your Company
  - ◆ Check that the bullying has really stopped
  - ◆ Use a questionnaire with no names to find this out



**The Girls' Brigade Scotland**

Say

**NO**

to

**Bullying**

Policy and Procedures

June 2005

## Girls' Brigade Scotland states:

- **ALL** kinds of bullying are wrong, no matter what excuses are given for it;
- **ALL** kinds of bullying can be harmful to the way children and young people develop and learn;
- The bullied person **AND** the bully should be helped;
- Dealing with bullying properly helps children and young people to get along with other people and helps prepare them for life as adults.

**Everyone** should be able to have fun at Girls' Brigade and we don't allow any kind of bullying. If bullying does take place, everyone should be able to tell and know that it will be dealt with quickly. **Anyone** who know that bullying is happening in GB must tell their Leaders.

## What is bullying?

Bullying can come in many ways:

**Saying things about people:** name calling, spreading rumours, making up stories about others; teasing; picking on people because of how they look, where they come from or the colour of their skin; making rude remarks or making fun of people because of their beliefs.

**Hurting people:** pushing, kicking, spitting, biting, tripping or any kind of fighting.

**Hurting feelings:** being unfriendly, leaving people out, talking about people, writing nasty notes or texts.

**Without words:** ignoring people, getting them into trouble or writing nasty messages.

## How to make sure bullying doesn't happen

- Talk and listen to each other
- Include everyone
- Be nice to people
- Make sure everyone knows who they should tell if something bad happens
- Encourage each other in all you do
- Don't make a difference between people of any age
- Don't pick on people
- Don't pick fights
- Don't talk about others behind their backs
- Get to know people - they might be really nice!
- Look out for each other at Girls' Brigade and wherever else you meet
- Tell girls about bullying and how to make it stop
- Teach girls to stand up for themselves in a firm but non-aggressive manner
- Make sure everyone knows that bullying is wrong
- Make it easy for people to tell about bullying (for example, you could set up a post box for all kinds of things in the Company - not just about bullying)

## What to do if bullying happens

### For everyone:

- **ALL** kinds of bullying must be taken seriously

### Girls:

- Tell a Leader you trust. If you find it hard to tell a leader, write them a note.
- Take a friend with you when talking to a Leader, if you feel it helps.
- Can talk to a parent or friend as well as the Leader.
- Can ring Childline for help - 0800 1111