

Girls' Brigade Scotland says NO to Bullying!

Policy statement

'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 Girls' Brigade in Scotland is committed to the above statement and aim to ensure, as far as is possible, the prevention of all forms of bullying among members at all levels of the organisation.

We believe that:

- **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 knows that bullying is happening in GB must tell their Leaders.

What is bullying?

Bullying can occur in many forms:

- **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 up
- 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.
- You can visit the Childline website at www.childline.org.uk/Bullying This is a secure and safe site where you can discuss any concerns by phone, e-mail or through the message boards. If you want to call Childline directly the number is 0800 1111.

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 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 must be told about what has happened
 - If there are serious concerns, talk to your Safeguarding Officer at Church or the Police
 - Keep a note of what happened, whom you spoke to and keep a record of how it was dealt with
 - Look out for those involved to make sure the problem does not continue or recur

Follow Up

The Girls' Brigade in Scotland will regularly review this policy but companies should also be monitoring activities regularly to ensure that bullying doesn't happen. If it does, it is their responsibility to act quickly to prevent further bullying and to work towards resolution with all parties involved. Companies may find it helpful to remind all girls at the start of each session about expected behaviour, no bullying, etc. while discussing the issue with older girls as part of the award programme.

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The Girls' Brigade in Scotland is a registered charity: SCO10980