



Brickhill Scout Group Volunteer Anti-Bullying and Harassment Policy & Procedures

Reference to guidance from SCOUT ASSOCIATION HQ

<https://www.scouts.org.uk/about-us/policy/volunteer-anti-bullying-and-harassment-policy-procedures/>

Guiding Principle

All members should do their best to protect Members and non-members from any forms of bullying.

Brickhill Scout Group takes any kind of bullying or harassment very seriously.

This policy sets out how Scouts will work with our volunteers to:

- Prevent all forms of bullying and harassment by fostering a safe and healthy environment for everyone.
- Manage complaints of bullying and harassment fairly, sensitively and effectively.
- Continually monitor and review the effectiveness of this policy.

Types of bullying

Bullying can take many forms verbal, non-verbal, physical. It may include different types of harassment including sexual, racial, disability, or sexual orientation.

PREVENTION

Adult members role-model acceptable behaviour

Youth members in charge should be instructed on how to model acceptable behaviour.

Expectations will be made clear for all age groups in age-appropriate language.

Appropriate training will be made available to all volunteers.

ACTION IN THE EVENT OF A COMPLAINT OR REPORT

Most complaints of bullying or harassment can be dealt with informally with all stakeholders involved. However in the event of a serious complaint it is important that it is dealt with promptly and by the appropriate level within the organisation.

Leaders will respond to any complaints in good faith and handle these sensitively.

All concerns raised should be done in-line with [Scouts' Complaints policy](#).



At the first instance a report should be made to a manager and if appropriate passed up through the chain to an appropriate level.

If the person reporting the issue does not feel comfortable speaking to any managers in their chain, they should report to scout HQ directly.

Appeals

If the person making the complaint is unhappy with the process they may seek an appeal with the Scout Association using the Scout Association process.

Reporting within the group

It is important to learn from any issues that have arisen. Any serious concerns should be discussed by the trustees and leaders so as to help prevent issues like this happening again.