

Identifying and Managing Bullying

– Resource Document

What is Bullying

When a person intentionally or inadvertently use words or actions against someone or a group of people to cause distress and risk to their wellbeing. *Inspire Foundation, 2011*

Types of Bullying

- Physical
- Verbal
- Threatening
- Property abuse
- Emotional
- Sexual harassment
- Harassment
- Racial
- Cyber bullying (Facebook, SMS, email, websites, Twitter etc.)
- Repeated teasing
- Exclusion
- Humiliation
- Poking fun
- Rumour spreading
- Other

Did you know?

- 67% feel angry when they see bullying
- 74% feel uncomfortable when they see bullying
- 82% like it when they see a victim stand up for themselves
- 92% like it when they see someone else stand up for a victim

That means the most certain way to earn respect or popularity is to act, and to stand up for others.

Activity

- Ask yourself:
 - What types of bullying have I seen in my crew, at a meeting or activity?
 - What did I do about it?
 - Do I know of bullying that is unnoticed and unreported?

Why do people bully others

- Insecurity
- power
- attention
- their own way
- to feel better
- group think
- copy others
- jealous
- afraid to speak out

Ask yourself

- Am I a bystander?
- Am I a bully?
 - Are my actions or words hurting someone else's feelings?
 - Do my responses to some young people belittle them or make them less confident?
 - Think about it - Put yourself in their shoes, appreciate peoples differences and be a real leader.
- Remember that Fear is not respect.

So how can I do that

- Remember that the bully is probably insecure
 - Discuss privately, not in front of the whole group.
 - Include other Rovers (eg crew leaders, experienced Rovers as appropriate)
- Explain how their actions are a type of bullying, and ask:
 - Did you set out to hurt some-one else's feelings?
 - Did you want others to be afraid of you?
 - If no, Then why did you do it?
 - Be prepared for a victim statement, ask for an apology.

Positive and Supporting Culture

- Set firm boundaries on behaviour –
 - Zero tolerance for bullying means saying something about the behaviour, even when it is said and taken in jest.
 - Zero Tolerance for bullying means responding to every complaint.
 - Don't be afraid to consider the use of appropriate disciplinary responses where deemed necessary to manage a situation.
- Embrace the principles of the Scout Promise & Law.

Management

The basis of individual Rover behaviour is the Scout Promise and Law. Therefore responsibility rests with all members of the movement.

Crews are responsible for the individual behaviour and the welfare of members of their Crew.

A Court of Honour system can be used to resolve issues of Rover behaviour involving bullying and harrassment between individual Rovers, Crews, etc where appropriate.

Therefore simple matters should be dealt with at crew level, moving up the Scout line depending on the type of problem, different levels of the movement involved, etc.

The following basic levels are suggested:

- Level 1 – Individual – people involved deal with it
- Level 2 – Multiple individuals in a crew – People within crew (incl Rover Advisor) deal with it
- Level 3 – Multiple crews involved – Group, District, Region, Area personnel, etc may be involved from this level up, with one or more of them to convene, facilitate, etc
- Level 4 – Branch Rover Council / BC Rovers / Chief Commissioner involvement depending on persons involved, seriousness of matters, etc

Advice and reporting up the line to relevant individuals to occur as per Branch guidelines

Role of the Rover Adviser

The RA can assist with identifying and managing issues of bullying and harrassment by;

- Taking a leading role in addressing difficult situations to assist Rovers to works towards a suitable resolution.
- Not being afraid to address conflict, ensuring it is dealt with quickly to avoid unnecessary escalation
- Providing sound advice based on accurate information and listening in an unbiased way to what people say.
- Taking action to enquire after the welfare of individuals where this may not as easily be able to be taken by Rovers from within the same peer group.

For further assistance

Please direct any questions or comments to:

The relevant Branch Commissioner in your state

National Rover Website

Reachout.com

Lifeline.com or 24/7 13 11 14 Webchat and email available

Kidshelpline.com or 24/7 1800 551 800 Webchat and email available

Suicidecallbackservice.org.au or 24/7 1300 659 467 Webchat and email available

Acknowledgements

– Thanks to ACT Branch for use of primary document on which this resource is based