

Gillingham DofE OAC Anti-Bullying Policy

Our Aim:

Is to provide a safe environment for all participants and adults that is free from harassment. This is a top priority for Gillingham DofE OAC, which seeks to operate zero toleration of any forms of bullying - mental or physical

Definition of Bullying:

Bullying is the repeating of actions over time in order to continually harass and/or humiliate the same person or persons.

What is Bullying?

- Name calling
- Deliberate exclusion
- Making fun of a person
- Spreading rumours
- Being over critical of a person's actions
- Physical violence
- Mentally degrading of a person
- Withholding information to impact on a person's performance in a task
- High demand on a person with unattainable time limits

Policy:

Gillingham DofE OAC expects all participants to behave appropriately guided by the Codes of Conduct appertaining to participants, and to adults.

When concerns are raised there will be a review of individual actions.

Parents/guardians/carers will be involved in the course of action decided.

Complaining:

If you believe that you are being bullied please ask for help from any leader at Gillingham DofE OAC.

You could ask in person after any activity or session or by edofe, email, website, and phone or with Mr Flanagan at Gillingham School.

If you believe any other participants in your group or another group are being bullied, please speak out on their behalf. Do not stand by and watch.

Gillingham DofE OAC encourages anyone being bullied or seeing others bullied to talk to a leader in confidence as soon as possible.