

# **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. It can be face to face, "behind the back", online ie anywhere or anyhow that the bully thinks that they can affect another.

## **What is Bullying?**

- Name calling
- Deliberate exclusion –
  - physically (eg back turning) or verbally (eg shouting down)
- Mentally degrading of a person
- Being over critical of a person's actions
- Making fun of a person
- Spreading rumours
- Physical violence or perceived (by the victim or onlooker) threat of violence/harm
- 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.

## **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 Mrs Pretorius 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.

## **Consequences:**

1. When concerns are raised there will be a review of individual actions with the school DofE Liaisons Officer – Mrs Pretorius
2. The consequence of having to leave the DofE Programme, or finish it elsewhere will be made clear, should behaviour not change and improve.
3. If behaviour does not change and improve parents/guardians/carers will be involved in any course of action decided which will include discussion in terms of removal of the participant from their current DofE cohort.