

Anti-Bullying Policy

A Summary Guide for Girls and Parents

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Spiritual



Physical



Educational



Service

GBNI Anti-Bullying Policy

GBNI Statement

Girls' Brigade is a safe space for girls and leaders. Bullying in any form will not be tolerated under any circumstances.

What is Bullying Behaviour?

Bullying behaviour intentionally causes distress to others. It may be physical (eg. hitting, kicking), verbal (eg. name calling), social (eg. excluding someone from a group), psychological (eg. when it causes an individual to lose self-esteem), or cyber (eg. social media).

Girls involved in bullying behaviour will often claim that they were having a joke or playing a game.

If you are not sure if behaviour is bullying, ask yourself:

- If it's a joke, is everyone laughing?
- If it's a game, is everyone enjoying it?
- If it's an accident, is anyone trying to help?

Having fun at someone else's expense is bullying behaviour.



There should be an immediate initial response, appropriate investigation and follow up action when dealing with all reported cases of bullying.

If you are being targeted, it's not your fault!

What to do?

- Don't suffer in silence - tell your Captain, or leader of your section, your parent or any adult that you trust. They can help;
- Don't react. Try not to show that you are upset - walk away and tell someone;
- Find a friend;
- Stay within a supervised area; and
- Keep a note or diary of what is happening.

Individual Responsibilities

Dealing with the issue of bullying behaviour is a matter of partnership including all girls, leaders and parents.

It is important that all individuals recognise the difficulties which may be encountered in implementing the GBNI Anti-Bullying Policy. In this regard: -

Leaders should:

- Promote the GBNI's Code of Behaviour;
- Take all reports of bullying behaviour seriously;
- Log all incidents;
- In line with the agreed procedures, give feedback to all concerned;
- Participate in regular training; and
- Celebrate good behaviour.

Girls should:

- Get to know each other, talk kindly and listen to others;
- Encourage each other and include everyone;
- Report all incidents of bullying behaviour;
- Act in a respectful and supportive manner to fellow girls; and
- Adhere and promote GBNI's Code of Behaviour and GB company rules.

Parents should:

- Stress to their daughter/s the importance of social behaviour;
- Report any concerns to the Captain of their GB company;
- Actively support GBNI's Anti-Bullying Policy;
- Stress to their daughter/s that retaliation is not helpful and suggest non-aggressive strategies for dealing with bullying behaviour; and
- Reassure daughter/s that they have done the right thing by telling you.

Links with Other Policies

Each girl in Girls' Brigade Northern Ireland is encouraged to fulfil her moral, intellectual, spiritual, physical, social and emotional potential. This policy is an integral part of the overall Safeguarding Policy. At any time, you can speak with the Company Captain to view the full GBNI Safeguarding Policy.

Links with the following policies are easily identified: - (See all Safeguarding Policies):

- Anti-Bullying
- Code of Behaviour
- Complaints Procedure
- Disability
- Drug Awareness & Education
- Equal Opportunities for volunteers
- Fair Play Code
- Guidance for Camps
- General Safety & Management of Activities
- Health & Safety
- Intimate Care
- Recruiting volunteers
- Safeguarding
- Sharing Information
- Social Networking
- Supporting Children with Medication
- Transport
- Videos and Photographs of Young People
- Video Conferencing and Guidance for Leaders



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