

BREAKING THE CYCLE

BULLYING IS NOT A PART OF SCOUTING



**INCLUSIONS FOR THE CURRENT
SCOUT AWARD SCHEME ELEMENTS
AND
SCOUTING CODE**

LEADERS

A SAFE AND SUPPORTIVE SCOUT ENVIRONMENT



CONTACTS

Email breakingthecycle@scouts.com.au
Website btc.scouts.com.au

WHO TO CONTACT IF YOU NEED HELP

Kids' Helpline www.kidshelp.com.au 1800 551 800
Cybersafety Help www.cybersmart.gov.au/report.aspx
Reach Out www.reachout.com.au
Beyondblue www.beyondblue.org.au
Bullying. No way! www.bullyingnoway.com.au
The Australian Psychological Society www.psychology.org.au

Design by Scott Osborne
Photos courtesy of; Angus Whitby, Mike McGill, Jonas Anderson, Jason Juretic, Gabriel Dubler

SCOUT AWARD SCHEME INTRODUCTION TO SOME NEW ELEMENTS

BACKGROUND AND OVERVIEW

As a youth organization with a membership of 65,000 spread across a wide age range of youth, Scouts Australia believes that the issue of bullying and harassment needs to be addressed at a program level. This booklet has been compiled to indicate how this issue is incorporated into the award scheme.

Scouts Australia and The Alannah and Madeline Foundation reviewed existing programs and the Breaking the Cycle Team along with National Youth Program Team have provided activities and strategies to help promote good relationships in our scouting community.

Trust should be the basis for all our moral training.

The most worth-while thing is to try to put happiness into the lives of others.

Robert Baden-Powell

Our aim is to provide training for our youth and leaders at every sectional level of Scouting. By leaders we mean Sixers, Patrol Leaders, the Unit Council and Crew Leaders in our youth sections. Naturally this will mean that our adult leaders will also understand the importance of youth leadership and building positive relationships with everyone in the scouting family.

As our members begin to understand issues related to bullying and harassment, adults as well as youth, will develop / practise the skills and strategies to overcome any negative aspects and turn them into good deeds that are based on the Scout Promise and Law

Our youth and adult leaders need to be provided with the tools to recognise, confront and then deal with bullying in a suitable and timely manner. This program aims to embed these concepts into our weekly youth programs, training and the award scheme.

Scouts in Action Month in 2014 saw over 27,000 members engage in activities related to this issue. There are resources available on the website btc.scouts.com.au



BULLYING- BREAKING THE CYCLE



WHAT IS BULLYING? LEADER INTRODUCTION

The following relates to your section of Scouting and developed to help you to introduce a new member in your section or a linking member to understand that Bullying is ***not*** acceptable in Scouting.

LEADER BOOKLET

This will give you an introduction and information that will assist you with this topic. Each resource sheet will define various aspects that will help you to understand and how to deal with this subject.

Go to the btc.scouts.com.au website, then Resources, for more relevant information on your section click on specific section.

AWARD SCHEME

New additions have been embedded into our award scheme for each section. You will find information and activities to assist members to complete this component of the award scheme. Go to the btc.scouts.com.au website, select your section and all the information is available.

SECTION CODE

A template and guidelines are available to assist you and your section to develop your own Code. This should be reviewed annually by the youth members assisted by the leaders. Go to the btc.scouts.com.au website, select your section and all the information is available.



WHAT IS BULLYING? DEFINITIONS

Scouts Australia is in partnership with the Alannah and Madeline Foundation for the Bullying – Breaking the Cycle Project and use the definitions provided by this national group. It is grateful for funding provided through the WOSM, Messengers of Peace initiative.

WHAT IS BULLYING?

Bullying is when an individual or a group of people with more power, repeatedly and intentionally cause hurt or harm to another person or group of people who feel helpless to respond. Bullying can continue over time, is often hidden from adults, and will probably continue if no action is taken.

Bullying is a relationship problem and requires relationship-based solutions. These are best solved in the social environment in which they occur: in a child or young person's life, this is most often the school. If it happens at Scouts, it should be dealt with at Scouts.

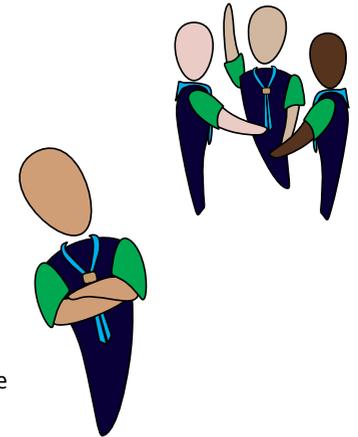
BULLYING IS NOT

- single episodes of social rejection or dislike
- single episode acts of nastiness or spite
- random acts of aggression or intimidation
- mutual arguments, disagreements or fights.

While another's actions can cause great distress, they're not examples of bullying unless someone is deliberately and repeatedly doing them.

IF YOU'RE BEING BULLIED YOU MIGHT FEEL AS IF YOU:

- are scared to go to school/ Scouts, feel unsafe and afraid
- can't sleep very well or have nightmares
- don't want to be around your family or friends
- can't concentrate on your school or homework
- seem to be getting into trouble all the time
- are angry for no reason
- are not very hungry or are extra hungry
- suddenly have unexplained headaches or stomach-aches
- are sad and 'down'
- feel as though you're not worth much
- are guilty
- think what's happening is your fault (it isn't)
- feel ashamed it's happening to you.



You shouldn't have to feel any of these things because of the way someone is treating you. It's not your fault but it probably won't stop unless you do something.

Bullying is bad for you, bad for your social group; it's even bad for the person doing the bullying. You should do something about it now!



IDENTIFICATION AND ACTION

Here are some actions you can take to stop bullying. Letting the situation go on is not good for anyone – especially you.

Tell someone, even if you don't think it will help. Just talking about a situation can help put it in perspective. You could talk to a friend; a parent; your scout leader or a trusted teacher who you know will take what you're saying seriously

- Keep a record of incidents
- Call the Kids Helpline (1800 551 800).

Bullies win when you're upset, so here are some things you can practice if you think you are being bullied:

- Act unimpressed: pretend not to notice if you're excluded or if the bullying is verbal, walk away
- Look around for other friendship groups
- Get involved in activities where you feel safe.

If you are being cyberbullied, you can:

- Block senders
- Keep messages by sending them to someone else. Don't look at them yourself
- Change passwords
- Don't retaliate
- Talk to a friend, parent or teacher
- If there are threats or calls to harm yourself, report abuse to the police and also the ISP or website.

Bullying is bad for everybody – not just the person being bullied. It can make places like school, Scouts, or your sporting club seem unsafe and make you feel as though you don't want to go there.

IF A FRIEND, OR SOMEONE YOU KNOW IS BEING BULLIED YOU CAN DO SOMETHING.

Even if you don't feel as though you can step in and stop the situation yourself, there are still things you can do, like:

- Don't stay and watch or encourage bullying. Walk away and get help.
- Don't get involved in harassment, teasing or spreading gossip about others off or online.
- Don't forward or respond to offensive or upsetting messages or photos.
- Support the person who is being bullied to ask for help. For example, you could go with them to a place they can get help or provide them with information about where to go for help.
- Tell a trusted adult, maybe your Scout leader who might be able to help.





RESTORATIVE PRACTICES

When incidents of bullying or harassment occur within Scouting we must address the issues. Scouts Australia can reduce bullying significantly by building resilient youth through our leadership programs. Where incidents do occur all members must know how to mend relationships and continue as part of the Scouting community.

Getting along with people is about good relationships. Restorative Practices assist youth and leaders to rebuild and restore relationships if and when things go wrong.

Our Scout Promise and Law teach us that we follow and live by a Code at all times.

Here is a simple process to follow when things go wrong.

Ask four simple questions

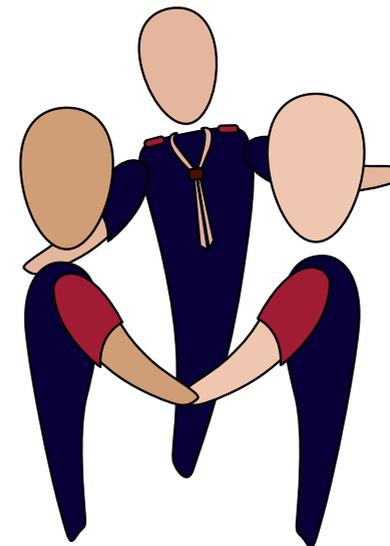
- **What happened?**
- **Who was hurt?**
- **How does everyone feel?**
- **How can we fix it?**

The aim of this process is to STOP the practice, listen to the individuals and **restore the relationships**. Avoid using the words Victim or Bully. Focus on the behaviour not the persons and finish on a positive note.

Too often we are busy and do not get to follow up on the **“What happened?” question**. Make time to sit and have a conversation with anyone involved in order to show your understanding. Teach your youth leaders (Crew Leaders, Unit Leaders, Patrol Leaders and Sixers) to chat with their peers and conduct restorative conversations.

Older Scouts who face more complex issues will require greater depth of discussion. Restoration is about meeting face to face and restoring what was harmed. The outcome is that everyone is respectful of one another. This means we have broken the cycle of bullying in this instance.

Treat the behaviour not the person. This information is addressed further in the Alannah and Madeline Foundation website material and link to bullying Hurts brochure at btc.scouts.com.au in Resources.





CARING & SHARING: DUTY TO SELF

- Chat with your Joey Scout Leader about the importance of caring and sharing for others.
- Talk about how you can look after each other
- Your leader will talk to you about your Joey mob's code and how bullying is not part of scouting. This will be displayed in your hall.

INFORMATION FOR JOEY SCOUT LEADERS

- Introduce the Joey Scout to the motto of Caring and Sharing and not allowing bullying or harassment in Scouting.
- The Leader Booklet on the BTC web page for Joey Scout Leaders may help you by showing information that will be useful btc.scouts.com.au
- The JSL should discuss the Mob Code and indicate what Joey Scouts can do if they feel they are being bullied.
- Develop your Mob Code and display in your hall. Download the template in the Leader Booklet from the Breaking the Cycle website section Badge and Award Scheme this will assist you to complete this task
- You will also find games and activities that will assist at btc.scouts.com.au





INTRODUCTION TO CUB SCOUTS / LINK BADGE

As part of initial membership requirements:

1. Chat with your CSL why Cub Scouts look after each other and what behaviour is expected of you and what you can expect of others.
2. Your leader will talk to you about your Cub Scout code and how this relates to your Law and Promise

INFORMATION FOR CUB SCOUT LEADERS

- Introduce the Cub Scout to the motto of Helping other People and not allowing bullying or harassment in scouting.
- Use the Cub Scout Leader Booklet on the BTC web this has helpful information that will assist you - btc.scouts.com.au
- The CSL should discuss the Pack Code and indicate what Cub Scouts can do if they feel they are being bullied.

BRONZE BOOMERANG - PROMISE AND LAW (LAST TOPIC)

1. Talk with your leader about why bullying is not acceptable at Cub Scouts and discuss the pack code
2. Contribute to the annual review of Pack Code and sign

SILVER BOOMERANG - PROMISE AND LAW (LAST TOPIC)

1. Lead a game or activity that demonstrates how Cub Scouts look after each other and don't bully
2. Discuss as a Six or pack your current Pack Code
3. Contribute to annual review of Pack Code and sign

GOLD BOOMERANG - PROMISE AND LAW (LAST TOPIC)

1. Organise a game, activity, or multi media presentation that demonstrates how Cub Scouts look after each other and don't bully
2. Contribute to the annual review of Pack Code and sign. Discuss as a Six or pack your current Pack Code

INFORMATION FOR CUB SCOUT LEADERS

- Refer to the resources on the Cub Scout section at btc.scouts.com.au; some of these areas could be used when discussing bullying.
- Develop your Cub Scout Code and display in your hall. Download the template in the Leader Booklet from the Breaking the Cycle website section Badge and Award Scheme this will assist you to complete this task
- You will also find games and activities that will assist you at btc.scouts.com.au



MEMBERSHIP QUALIFICATION / LINK BADGE

As part of initial membership requirements, talk to with your Scout Leader and Patrol Leader about the importance of caring for others and what is acceptable and not acceptable behavior at Scouts

- Discuss what behaviour is expected of you and what you can expect of others.
- With your Patrol Leader discuss how you would like to be treated at scouts and how you will treat others in your patrol and troop.
- Discuss what you would do if you feel bullied at Scouts

INFORMATION FOR SCOUT LEADERS AND PATROL LEADERS

- Use the Scout Leader Booklet on the BTC web this has helpful information that will assist you; btc.scouts.com.au
- Refer to the resource sheet on Breaking the Cycle web site for Scout Leaders indicating some of the areas that could be used when discussing bullying. Use the Restorative Practices process.
- Terminology is important – a person is not a bully – they are using bullying behavior (behaviors can be changed)
- Talk to Patrol Leader and APL
- Discuss issues at Troop Council
- The SL should discuss the Troop Code and indicate what Scouts can do if they feel they are being bullied

PIONEER CITIZENSHIP

1. Watch the Bullying it's not part of Scouting YouTube Video and have a discussion with your leaders and parents about why Scouts do not bully.
2. Using the Scout Video discuss:
 - What do you think is occurring?
 - How do you think the person/s is feeling?
 - Discuss what you would do if you were the person in the video
 - Who would you share this with?
 - How does this action fit with our Scout code?
 - How do you care for yourself and others?
3. Discuss with your PL/ APL your troop's Scout Code and how the Code applies to you and contribute to annual review of Troop Code and sign

EXPLORER CITIZENSHIP

1. Discuss as a patrol or troop your current Troop Code
 - Contribute to Annual review of Troop Code and sign
 2. Make a poster, video or skit on why people bully others,
- OR**
1. Alone or in a group research the consequences of bullying and share your findings with the troops

ADVENTURER CITIZENSHIP

Lead a Night Program including

2. Activity or Game that demonstrates elements of the Scout Law and why Bullying is not part of Scouting.
3. Lead discussion on current Troop Code and contribute to the annual review of Troop Code and sign

AND

1. Discuss with your Troop effective strategies to prevent bullying. You may use a presentation, group discussion or information night.



SCOUT LEADERSHIP COURSE

Use the YouTube video and song to promote further understanding of the concepts of bullying and alternative actions.

INFORMATION FOR SCOUT LEADERS AND PATROL LEADERS

- Scout video on the web to assist SL in having a discussion with the troop.
- Group discussions may be around What is bullying?
 - What can we do about bullying?
 - Am I being bullied?
 - Discussions on what constitutes bullying, with examples and suggestions from the troop these may include:
 - intimidation,
 - spreading rumours,
 - exclusion,
 - cyberbullying
 - Why is it wrong?
 - What are the consequences and how does it make you feel?
 - Bystander responsibilities.
- Develop your Scout Code and display in your hall. Download the template in the Leader Booklet from the Breaking the Cycle website section Badge and Award Scheme this will assist you to complete this task
- You will also find games and activities that will assist at btc.scouts.com.au





VENTURING SKILLS AWARD SECTION E: VENTURER SCOUT CODE

- Discuss the Venturer Scout Code used by your Unit with members of your Unit.

INFORMATION FOR VENTURER LEADERS AND UNIT CHAIRS

- Use the Venturer Leader Booklet on the BTC web this has helpful information that will assist you; btc.scouts.com.au
- Terminology is important – a person is not a bully – they are using bullying behavior (behaviors can be changed)
- The VL and Unit Chair should discuss the Unit Code and indicate what Venturers can do if they feel they are being bullied.
- A Venturer is encouraged to Look Wide while developing relationships with others

VENTURER AWARD WITHIN CITIZENSHIP

Do any 5 of the 8 activities. For example:

1. Develop a case study where a young person is suspected of being bullied. Describe the situation and three possible solutions. Record it and discuss it with two other members of your Unit Council. You must link this to your Venturer Scout Code and also to relevant legislation.
2. Within Venturer Award Level, Personal Growth- VAPG1 Ideals,
 - Add to activity 1 participate in a detailed debate
 - Dealing with bullying and harassment and building resilience

INFORMATION FOR VENTURER LEADERS AND UNIT CHAIRS

- Watch the Venturer Video on the Breaking the Cycle Web or on Scout You Tube.
- Discuss the points which the video discusses.
- Find fact sheet on restorative justice – do you need to find more out about restorative justice to use it in your unit?
- Develop your Unit Code and display in your hall. Download the template in the Leader Booklet from the Breaking the Cycle website section Badge and Award Scheme this will assist you to complete this task
- You will also find games and activities that will assist at btc.scouts.com.au





GROUP CODE

A group Code is a way of expressing how members of members of our section are going to act, what acceptable behaviour is, and how the group will operate. Every section should have a Code developed annually by its members.

A group Code is about:

- **How we treat each other**
- **Respecting our environment**
- **Looking after possessions and property – both ours and everyone else's**

In many ways, it's how we live by the Scout Promise & Law!

HOW TO DEVELOP YOUR CODE

PLAN:

- Read through this whole document, make sure you understand all of it.
- Decide how you're going to break up the task and make sure the leaders of each small group know what they're doing.

DO:

- Small groups within your group (or the whole group if it's smaller) meet and discuss the group Code. They should cover the key areas that are important to them and draft ideas for inclusion in the whole group's Code. You can tailor this step to suit your own group, but make sure that everyone has the opportunity to provide input.
- A foundation for the discussion could be based around the Scout Promise and Law. The words on the right might also assist.
- It may help to think about grouping your thoughts into 'What We Do' and 'What We Don't Do', but remember that it is up to you how you present your Scout Code. Would pictures help? Does your constitution already have a helpful basis you could start from? There are no right or wrong ways to do this!



REVIEW:

- The Leaders then come together to collate all of the teams' feedback. Don't forget, it's hard to follow a document that is too long or hard to remember! Make sure that your group Code covers the key areas –
 - *respecting each other,*
 - *building resilience against bullying and harassment,*
 - *the environment, and*
 - *possessions / property.*
- Present the document back to the whole group and make sure everyone is happy with what is included.
- Have everyone, including the Leaders, sign the Code to say that they will live by it.
- Display your group Code up in your hall or Den for everyone to see!
- Make sure that when new people (don't forget the Leaders!) join your section that someone explains your group Code to them.
- Review your group Code annually to keep it up to date.

STUCK?

Check out these resources to start you off, but remember to make your group Code your own!

- Examples on the Breaking the Cycle: Bullying is not a part of Scouting website,
- Bullying resources on the Breaking the Cycle: Bullying is not part of Scouting website, Facebook page and Scouts in Action Month website
- Leader Code of Conduct (in Policy and Rules)
- Follow the guidelines from the Leader Booklet and download the "Group Code" activity template on btc.scouts.com.au

BREAKING THE CYCLE

BULLYING IS NOT A PART OF SCOUTING



BTC.Scouts.com.au



Scouts Australia

Scouts Australia House

Level 1, 8 Help Street

CHATSWOOD NSW 2067

Telephone: + 61 2 8440 5900 | Fax: +61 2 9413 1177

Website: www.scouts.com.au

Published by the authority of the National Executive Committee of The Scout Association of Australia.

No part of this publication may be reproduced or utilised in any form or by any means, electronic, computer or mechanical, including photocopying, recording or by any information storage, mailing or retrieval system, without the written permission of The Scout Association of Australia.

Copyright © The Scout Association of Australia

BTCL-160614-1