

# **BREAKING THE CYCLE**

## **BULLYING IS NOT A PART OF SCOUTING**



**INCLUSIONS FOR THE CURRENT  
ROVER AWARD SCHEME ELEMENTS  
AND  
CREW CODE**

**ROVER SCOUTS**

**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](http://btc.scouts.com.au)**



## BULLYING- BREAKING THE CYCLE

### WHAT IS BULLYING? CREW 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](http://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](http://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](http://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.

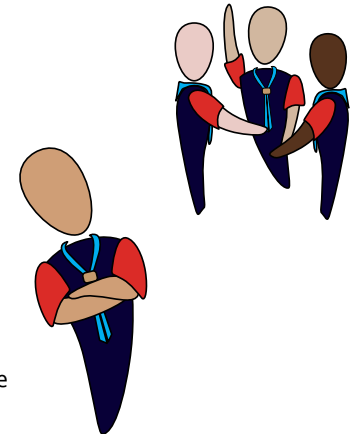
### BULLYING IS NOT

- 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.

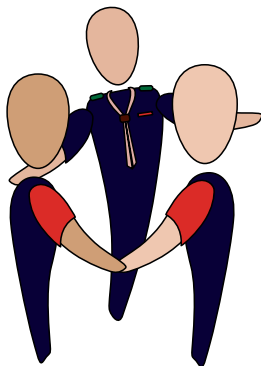
Getting along with people is about good relationships. Restorative Practices assist youth and leaders to rebuild and restore relationships if and when things go wrong.

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](http://btc.scouts.com.au) in Resources.





# CREW CODE

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

A Crew 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 (e.g. the Crew Executive).

### DO:

- Small groups within your Crew (or the whole Crew if it's smaller) meet and discuss the Crew Code. They should cover the key areas that are important to them and draft ideas for inclusion in the whole Crew's Code. You can tailor this step to suit your own Crew, 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 Crew Executive 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 Crew 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 Crew and make sure everyone is happy with what is included.
- Have everyone, including the Rover Advisors, sign the Code to say that they will live by it.
- Display your Crew Code up in your hall or Den for everyone to see!
- Make sure that when new people (don't forget the Rover Advisors!) join your section that someone explains your Crew Code to them.
- Review your Crew Code annually to keep it up to date.

### STUCK?

Check out these resources to start you off, but remember to make your Crew 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)





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