



Bath University Scouts and Guides – Anti-Bullying Policy

Bath University Guides and Scouts Society (BUGS) is a group that relies heavily on its links with other groups. As such, all members are expected to adhere to the guidelines set by:

- the University of Bath Students' Union (SU),
- The Scouts Association (TSA)
- Girlguiding UK
- The Student Scout and Guide Organisation (SSAGO).

On top of these, we, as part of our no tolerance view on the issue, have our own anti-bullying policy that must also be followed. Please note that details of disciplinary procedures are not given here, but further information can be found from the Students' Unions' webpages and in the BUGS Constitution.

Outline

BUGS takes a no tolerance view to inappropriate behaviour, especially bullying.

Bullying is defined here to be any *“deliberately hurtful behaviour that is repeated over a period of time”*

BUGS takes all reports of bullying behaviour seriously.

All BUGS members are responsible for promoting a positive environment.

Disciplinary action will be taken if necessary, in line with the BUGS and SU constitutions.

Unacceptable Behaviour

1) Physical

Physical bullying is defined here to be, *“Threatening or causing injury to a person or property.”*

- All forms of physical bullying at BUGS events, or by BUGS member(s) towards other BUGS member(s), should be reported to the BUGS Chair, who becomes responsible for ensuring proper action is taken.
- Any member accused of such an act is not to attend BUGS events until the issue is resolved (as determined by a vote from the BUGS committee).
- The disciplinary procedures, as outlined in the BUGS constitution (Appendix III), are to be followed appropriately.

2) Verbal

Verbal bullying is defined here to be, *“Teasing, insulting, ridiculing, humiliating or making sexist, racist, homophobic, or transphobic comments to someone.”*

- All BUGS members, and especially committee members, are to remain aware of what is being said around them, and to ensure that it is appropriate and inoffensive.
- It is the duty of every member to step in when they think verbal bullying is taking place, by either challenging the behaviour or supporting the victim.



- Language that degrades or demeans any other person is unacceptable at any BUGS or SSAGO events.
- Cases of verbal bullying are to be reported to a member of the BUGS committee.
- The disciplinary procedures, as outlined in the BUGS constitution (Appendix III), are to be followed appropriately.

3) Social

Social bullying is defined here to be, *“Excluding others from a group, spreading gossip or rumours about them, rejecting or isolating them, or making them feel inferior.”*

- Every effort should be made by all members to remain inclusive. No member should ever feel excluded from BUGS.
- Every member of BUGS should be invited to every BUGS event, and they should know that they would be accepted at every event.
- Specifically, an effort should be made to encourage new members to attend.
 - Events must be advertised on MS Teams, as well as Facebook.
 - Committee members must make an effort to include new members in conversations and activities.
 - The programme should be on display on MS Teams, as well as at Fresher’s week and Re-Fresh week events.
- No member of BUGS should ever feel pressured to do anything they do not want to do.
- All reasonable measures should be taken to ensure that events run by BUGS are appropriate and accessible to all members.
- Specifically, no member of BUGS should ever feel pressured to drink alcohol.
- Alternatives to alcohol must be available at every event on which drinking occurs.
- No events, not even pub tours, may entirely revolve around drinking. Some kind of twist or other activity must be planned.
- BUGS members must not spread rumours about other members.
- BUGS committee are to take a hard stance against “Lad Culture” at all BUGS and SSAGO events.
- Committee members are to act as “positive role models” regarding their behaviours towards other members.
- The disciplinary procedures, as outlined in the BUGS constitution (Appendix III), are to be followed appropriately.

4) Cyber

Cyber bullying is defined here to be, *“Using digital media to purposefully harm someone.”*

- Any comments posted on BUGS social media pages that the committee (or a member of the committee) deems inappropriate should be immediately removed, and a record of the comment kept by the Secretary (ideally in the form of a screen capture). Repeat offenders should be blocked from the BUGS group and all relevant media pages.
- Any comments on SSAGO social media pages, particularly those involving BUGS members, that any member deems inappropriate should be immediately reported to the SSAGO executive and the BUGS committee.



- Repeat offenses should be reported to the BUGS Chair, and, at the Chair's discretion, to the Student's Union.
- The disciplinary procedures, as outlined in the BUGS constitution (Appendix III), are to be followed appropriately.

Young People

BUGS often attend events involving people under the age of 18. Special attention and care should be taken in these instances to ensure their safety and wellbeing, as well as our members'. [TSA gives a good guide on how to do this.](#)

Other Requirements

This policy must be clearly accessible to all members through the thesubath.com webpage.

This policy must be re-examined and adapted every year by the incoming committee.

Committee members should take every effort to ensure this policy is enforced.

Records are to be kept by the BUGS Secretary of all reported incidents.

Checks

<i>Year</i>	<i>Name</i>	<i>Role</i>
2016/17	Ben Mansbridge	Scout Rep
2017/18	Michael Edwardes	Quartermaster
2018/19	Hannah Brennan	Secretary
2019/20	Brittany Long	Secretary
2020/21	Leah Firmstone	Secretary
2021/22	Leah Firmstone	Secretary