

PLAST Ukrainian Scouting  
Organisation in Great Britain  
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Пласт – Українська Скаутська  
Організація у Великобританії

**Anti-Bullying Policy**  
**for PLAST Ukrainian Scouting Organisation**  
**in Great Britain**



## DOCUMENT CONTROL SHEET

This policy is monitored by the National Plast Executive (KPS) of Plast Ukrainian Scouting Organisation of Great Britain on a regular basis for compliance and will be reviewed at least annually and distributed to all members via email and during annual online Safety Update meeting

<b>Title</b>	PLAST Anti-bullying Policy
<b>Prepared By</b>	KPS Safeguarding Team
<b>Approved and monitored By</b>	KPS
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<b>Contact</b>	Kateryna Arlachova, KPS Safeguarding Lead

## REVISION HISTORY



Date of review	Amendments	Reviewed By	Approved By
25/02/2025	V1.0	K. Arlachova	
2/06/2025	V1.1 reporting procedures updated	K.Arlachova	KPS

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## **1. Introduction**

PLAST Ukrainian Youth Organisation in Great Britain (PLAST GB) is committed to creating an inclusive and supportive environment where every member, regardless of their age, gender, background, or abilities, feels respected, valued, and able to participate fully in all activities. Bullying of any kind, whether verbal, physical, social, or cyber, will not be tolerated.

This policy reflects our commitment to safeguarding and promoting the well-being of all members and aligns with the PLAST Child Protection Safeguarding Policy and Procedures. This policy is also designed to align with national guidance including Working Together to Safeguard Children (2023) and Keeping children safe in Out-of-School Settings: Keeping Children Safe code of practice.

## **2. Scope**

This policy applies to all members and volunteers of PLAST GB, both in person and online, across all activities and events related to the organization. This includes children and their parents or guardians, and extends to digital spaces such as social media and online platforms used for communication or activities.

## **3. Definition of Bullying**

Bullying is defined as any repeated, intentional behavior that is meant to harm, intimidate, or isolate another person. It can take various forms, including but not limited to:

- Physical bullying: Hitting, kicking, or other forms of physical aggression.
- Verbal bullying: Name-calling, teasing, taunting, or making hurtful comments.
- Social bullying: Excluding someone, spreading rumors, or gossiping.
- Cyberbullying: Using electronic devices or social media to harm or intimidate others.

## **4. Our Commitment**

PLAST GB is committed to:

- Preventing bullying by promoting a culture of kindness, respect, and inclusion.
- Responding promptly and effectively to any bullying incident.
- Providing support to victims of bullying and holding perpetrators accountable for their actions.
- Training all leaders and volunteers in anti-bullying practices and safeguarding responsibilities.
- Encouraging open communication between children, parents, and leaders to ensure that bullying is recognized and addressed early.

## **5. Our Values**

Our approach to anti-bullying is grounded in the following values:

- Respect: Every individual deserves to be treated with dignity and respect.
- Kindness: We foster an environment where everyone is kind, considerate, and supportive.
- Inclusivity: We welcome diversity and promote equality in all our activities.
- Accountability: We hold individuals responsible for their actions and behavior.



## **6. Types of Bullying**

### **Verbal**

- Shouting, swearing, abuse, malicious gossip, assigning unwanted nicknames
- Victimising or singling out someone for different treatment
- Overbearing line management; over demanding or unfair treatment
- Frequent unwarranted criticism or deliberate undermining of someone or their work
- Public reprimand/humiliation, ridicule, sarcasm
- Singling out or victimisation
- Belittling or patronising comments
- Invading personal privacy/unnecessary and intrusive phone calls
- Spreading malicious rumours or gossip
- Making physical or psychological threats

### **Non-Verbal**

- Excluding or ignoring someone
- Withholding essential information/training resources
- Setting impossible objectives
- Unreasonable allocation of tasks/duties/responsibilities
- Deliberate wrongful attribution of blame

### **Physical,**

### **Harassment,**

#### **Sexual harassment:**

- Written or verbal comments of a sexual nature, such as remarks about a volunteer's appearance, questions about their sex life or offensive jokes
- Displaying pornographic or explicit images
- Electronic communication with content of a sexual nature
- Unwanted physical contact and touching
- Unwelcome sexual advances or suggestive behaviour (which the harasser may perceive as harmless)
- Sexual touching or assault

#### **Racial harassment,**

#### **Harassment of disabled individuals,**

#### **Sexual orientation harassment.**



## 6. Anti-Bullying Strategies

We take a proactive approach to bullying prevention in our organisation through the following strategies:

- **Education:** Providing training and resources to all members, leaders, and volunteers about recognizing and preventing bullying.
- **Promoting a Positive Culture:** Regular activities and discussions that emphasize the importance of kindness, respect, teamwork, and empathy.
- **Clear Reporting Mechanisms:** Ensuring that members, parents, and leaders know how to report any concerns about bullying confidently and safely.
- **Parental Involvement:** Encouraging parents to be active participants in promoting anti-bullying messages at home and ensuring they understand their role in helping prevent bullying.
- **Regular Monitoring and Review:** Regularly reviewing and assessing the effectiveness of our anti-bullying policies and practices according to latest legislations.

## 7. Reporting Bullying

We encourage all members, leaders, and parents to report any incidents of bullying, whether they are witnessing or experiencing them. There are several ways to report:

- **Directly to a Leader or Volunteer:** Any member or parent can talk to a trusted leader, volunteer, or staff member.
- **Confidential Reporting:** We will ensure that there are confidential means for reporting bullying, particularly in cases where members may feel uncomfortable speaking out publicly. Follow the link: [google form](#). All reports and personal data will be managed in accordance with the UK GDPR and the Data Protection Act 2018. Information will only be shared on a need-to-know basis, in line with our safeguarding obligations.
- **Reporting to PLAST GB Designated Safeguarding Lead via email:** [safeguarding@plast.org.uk](mailto:safeguarding@plast.org.uk) for those needing a confidential and neutral space to raise issues. Kateryna Arlachova is the current DSL for PLAST KPS.

All information will be treated with sensitivity and managed in accordance with UK GDPR and the Data Protection Act 2018.

## 8. Responding to Bullying

When bullying is reported, the following steps will be taken:

- **Immediate Action:** The leader or volunteer will investigate the issue promptly, ensuring that the safety and well-being of the victim is the priority.



- **Assessment:** Leaders will assess the situation to determine the severity of the bullying, its impact on the victim, and the need for support or intervention.
- **Action Plan:** An action plan will be created to address the situation, including support for the victim, disciplinary action for the bully (if appropriate), and possible involvement of parents or guardians.
- **Follow-Up:** Regular follow-ups will be carried out to ensure the situation is resolved and that no further bullying occurs.
- **Response time:** will depend on the severity of the case and the level of escalation required.

## **9. Support**

PLAST GB is committed to supporting any child, young person or adult affected by bullying. Support may include:

- **Emotional support:** Ensuring that victims feel heard, valued, and supported.
- **Counseling:** Sign post to appropriate counseling services if necessary. For example:
  - Childline (0800 1111)
  - Kooth (free, anonymous online counselling for young people)
  - Local mental health or youth services where available
- **Reassurance:** Providing a safe and secure environment for victims to feel confident in sharing their experiences.

## **10. Actions**

If a member is found to be engaging in bullying behavior, the following measures may be taken:

- **Informing parents/guardians:** In the case of a young person, their parents or guardians will be informed and involved in the resolution process.
- **Restorative Practices:** We may use restorative justice approaches, including Plast warnings system, to allow the perpetrator to understand the impact of their actions and to rebuild relationships.
- **Sanctions:** Depending on the severity of the bullying, sanctions may include loss of privileges, exclusion from certain activities, giving warning or in extreme cases, suspension or exclusion from PLAST GB after three warnings or without prior warning depending on the nature and seriousness of the behaviour.

## **11. Monitoring and Review**

This Anti-Bullying Policy will be reviewed annually to ensure it is effective and up-to-date with current best practices and guidelines. Feedback will be gathered from leaders, members, and parents to make improvements.

## **12. Conclusion**

PLAST GB is dedicated to providing a supportive and respectful environment for all its members. By working together as a community of children, parents, volunteers, and leaders, we can create a positive and inclusive space where bullying has no place.

