



Participant Behaviour Management Policy, Descriptors and Sanctions

Addendum No 9

Ref: behaviour expectations

Behaviour Policy, Descriptors and Sanctions

Dundonald Elim Church Duke of Edinburgh's Award Centre (DEDEAC) believes in promoting positive behaviour.

We aim to encourage self-discipline, consideration for each other, our surroundings and property.

DEDEAC is concerned with the safety, care and demonstrating respect for each other. Participants who behave inappropriately, whether by physically abusing another participant, leader, member of the public they come in contact with e.g. pushing, striking, kicking or using unacceptable language, to demean, displaying an aggressive attitude or by verbally bullying, may be removed from the group and activity.

How a particular type of behaviour is handled will depend on the participant/s and the circumstances surrounding the incident. The participant may be removed from the group until they have had the opportunity to calm down and reflect on their behaviour in a meaningful way.

Parents / guardians will be informed of the offending participants behaviour / attitude and if the participant has been affected by the behaviour of another

participant. Parents / Guardian's may be asked to meet with leaders to discuss the behaviour / attitude.

Participants will be encouraged to recognise the impact of such behaviour eg bullying, fighting, hurting others and the impact of racist, religious or demeaning comments and that they are not acceptable behaviour on the programme or at any other time.

DEDEAC reserves the right to suspend or terminate the place of any participant **Addendum No 9** to this behaviour policy.

Bullying of any kind is wrong, and as such it will not be tolerated. The DEDEAC must be a safe and welcoming place for all participants and those who visit us from time to time.

What is Bullying?

The government defines bullying as; "deliberately hurtful behaviour repeated often over a period of time"

What forms does it take?

Bullying can include name calling or teasing. It is often physical where victims are pushed, punched, kicked, hit or assaulted in any other way. Victims can be forced to do things they don't want to do, they may be left out of games, ignored, or not spoken to by others.

What is Cyber Bullying?

Cyber bullying is when bullies contact their victims via text messaging or via the internet and subject them to unacceptable damaging behaviours.

Why do DEDEAC have a bullying policy?



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All leaders, parents and participants who attend or support DEDEAC must have an understanding of what bullying is, understand its impact and know that it will not be tolerated within the organisation.

All leaders must know what to do if bullying arises.

As an organisation we take bullying seriously, children and parents should be assured that they will be supported when bullying is reported.

Why is it important to respond to Bullying?

Bullying damages people's lives! Everyone has the right to be treated with respect.

Therefore, individuals who are engaged in bullying activities must understand the impact and consequences of their actions and stop the practice immediately.

As a DofE organisation, we have a responsibility and duty of care to respond effectively to bullying issues.

Preventative Measures

Leaders will encourage participants to befriend others who are alone within the group.

Participants will be regularly encouraged to talk to leaders about anything that is bothering them, including bullying.

What will happen if bullying occurs?

1. Staff will encourage trust, transparency and accountability to be built that will lead to reconciliation. They will do this by getting the parties together to talk through the issues and the impact on the abused. The purpose being to seek a genuine apology and set a plan in place for the way ahead. This will require time and support from leaders.
2. If bullying continues, leaders should meet with the parents of the participants who are being bullied to forge an understanding of the process and how they can help.
3. Leaders should also meet with the participants who are bullying and their parents or guardians.
4. If the bullying is considered to be serious, it must be reported to the designated Safeguarding person as a child protection issue.
5. Leaders should consider appropriate consequences for the bully and make sure these are carried through.
6. The situation must be kept under review, notes taken throughout the process for future use.