



# Anti-Social / Dangerous Behaviour Policy

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Jack Greaves

## 1. Overview and Aims.

Grow Cornwall CIC was set up in 2022 to develop community projects to build positive and sustainable growth within Cornwall's fragile communities. We have a wealth of experience in working with individuals to promote healthy lifestyles and social inclusion, and we are driven to develop community led support groups across the Duchy.

Our **Outdoors, Together** programme has been designed to develop opportunities for Cornwall's communities to get together in the outdoors. We will facilitate the time and space:

- For individuals to work on their mental and physical wellbeing.
- For individuals to set and work towards achievable development goals.
- For individuals to develop important social and support networks.
- For individuals to reconnect with nature
- For individuals to try outdoor activities in a safe and enjoyable setting.
- For communities to come together in a positive setting to GROW.



## 2. Roles and Responsibilities

**Staff Member** - Someone who is employed by Grow Cornwall

**Volunteer** - Someone who has been trained by Grow Cornwall to lead on or support with the delivery of sessions.

**Participant** - A person who is taking part in a Grow Cornwall session.

### Roles and responsibilities of staff, volunteers and participants

**Staff** and **volunteers** responsibilities are:

- To treat others fairly and with respect.
- To understand the sessions Risk Assessment and to deliver the session within its control measures.
- To work to the Safeguarding policy at all times.

- To do all in their power to keep everyone safe.
- To report any near misses, incidents or anti-social behaviour in the correct manner.
- To facilitate a positive and supportive environment.

**Participant** responsibilities are:

- To treat others fairly and with respect.
- To carry out the session within the measures set out in the risk assessment.
- Arriving with the equipment required to carry out the session safely.
- To keep their emergency contact and medical details up to date.
- To help provide a positive and supportive environment.
- To report any near misses, incidents or anti-social behaviour to the session lead.

### 3. Anti-Bullying Strategy

Grow Cornwall believes that its participants have the right to a supportive, positive and safe environment without the fear of being bullied. Any bullying from staff, volunteers or participants will not be tolerated and will be dealt with in a suitable manner.

Bullying can occur through several types of anti-social behaviour. This can include:

1. PHYSICAL - injury or attempted injury through physical contact.
2. VERBAL - Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical / mental / social disability or personality.
3. EXCLUSION- You may be bullied simply by being excluded from discussions or activities.
4. DAMAGE TO PROPERTY OR THEFT - You may have property damaged or stolen.

**But we must remember that Bullying is one or more of the actions above that may happen over a period of time to the same person or group, as well as a one-off disagreement that sometimes occurs between people.**

**If you know someone is being bullied:- TAKE ACTION – speak to the Grow Cornwall team**

### 4. Reporting

Bullying or suspected bullying should be reported to the following individuals:

Who is bullying	Who do I report to?
Participant	Staff Member (Jack Greaves) or Session Lead (Volunteer)
Session Lead (Volunteer)	Staff Member (Jack Greaves) or Susan Lewry (Director)
Staff Member (Jack Greaves)	Susan Lewry (Director)

## 5. Contact details

To report bullying or anti-social behaviour please contact the correct person in the following way:

### **Jack Greaves -**

Email: [jack@growcornwall.com](mailto:jack@growcornwall.com)

Phone: 07460118199

### **Susan Lewry**

Email: [susie.lewry@btinternet.com](mailto:susie.lewry@btinternet.com)

Phone: 07922194434