

ST JOHN AMBULANCE (NSW)

Responding to Bullying (Youth)

October 2021



ST JOHN NSW VALUES

Our values define who we are. They guide our actions and behaviour. They influence the way we work with each other, our customers and communities.



RESPECT

We are ambassadors for St John. We are respected for the work that we do and the way that we do it. We recognise our strength comes from our diversity. We have the courage to be authentic and true.



INTEGRITY

We do the right thing. We are honest and trustworthy. We are accountable for our actions and take ownership of our shared goals. We are there when you need us. You can depend on us.



LEADERSHIP

We are the custodians of our future. We enable our teams to grow and succeed. We lead by example and learn from our mistakes. Our passion and commitment engage and inspire.



COMMUNICATION

We are sincere in our voice and actions. We share ideas and listen to each other, our customers and community. We are open and transparent in all that we do.



COLLABORATION

We work best when we work together. We care for our colleagues and our community. We take initiative, generate new ideas and embrace change. We share success. Together we can make a difference.

RESPONDING TO BULLYING - YOUTH

1. Introduction

At St John NSW we want you to always feel and be safe when taking part in our youth programs, this includes creating a place free from bullying.

Bullying is a serious problem affecting young people all over the world whether they are the person being bullied, see someone being bullied, or the person doing the bullying.

Bullying can hurt at the time it happens and also affect your health and wellbeing for the rest of your life. That's why it needs to be stopped.

This booklet will help you understand:

- What bullying is (and isn't)
- How bullying can affect our lives
- How to handle bullying – if you are being bullied, seeing bullying happen or even if you are the one bullying
- What St John can do to help

If any information in this document is upsetting, confronting or stressful please reach out to any of the support services listed on page five.

2. What is Bullying?

Bullying can make us feel unsafe and unhappy. It stops us from being who we want to be.

Bullying has three main features:

1. Involves a misuse of power from a person/group (e.g. physical strength, popularity, embarrassing information)
2. Is repeated over time
3. Involves behaviours that can cause any harm (not just physical).



Bullying can happen in person or online and there are different types of bullying behaviour.

- *Verbal Bullying* – threatening, name calling, making fun of someone about their physical appearance, race, sexuality, culture or religion.
- *Physical Bullying* – hurting someone, stealing or damaging their personal belongings, or making rude hand signals.

- *Social Bullying* – spreading rumours, excluding, playing horrible jokes, embarrassing someone.
- *Cyber Bullying* – sending unwanted or threatening messages, posting or sharing someone’s embarrassing information or images, or creating hate pages.

If any of these behaviours occur only once or are part of an argument between equals, they are not bullying but they are also not acceptable.

What is NOT Bullying?

- An argument or disagreement
- Not liking someone or rejecting someone only once
- One-off acts of meanness, intimidation, or violence

Did you know?

It is against the law to discriminate against anyone, even if it is only once

How Bullying affects us

Bullying can affect everyone because it can cause problems that can last longer than the bullying itself.

Kids *who are bullied* can:

- Become depressed, anxious, sad or lonely
- Have trouble sleeping and eating or regularly feel unwell
- Lose interest in previously enjoyable activities and school

Kids *who bully others* can experience poor behaviours and effects as a child but also later in life including:

- Abuse of alcohol or drugs
- Get into fights, drop out of school, destroy property or other criminal activity
- Be abusive towards people they love

Kids *who see or witness* bullying can:

- Abuse alcohol or drugs, start to smoke
- Experience mental health issues including depression and anxiety
- Miss school which may negatively affect their school grades



3. How to Handle Bullying

What should you do if you are being bullied?

Firstly, leave the situation as soon as possible when you can safely do so.

If you have been bullied you should straight away reach out to a trusted adult, your parent/guardian, cadet leader, Child Wellbeing Officer, or another volunteer leader in your division.

What should you do if you know someone is being bullied?

If the bullying is happening now, here are some things you can do, as long as you feel safe to do so:

- You or the person who is being bullied can tell the person who is bullying to stop or it will be reported
- Tell the person bullying that you don't think what they do is cool or funny
- Help the person who is being bullied to get away and go somewhere safe
- Reassure the person being bullied that bullying is not okay and they didn't do anything to deserve this
- Ask them if they are ok and if they want help to get it stopped
- Make sure your friend is not alone where they might get bullied and ask them to join your group or activity
- Walk away, as people who bully, like others to watch
- Try to get your friend to speak to your parent/guardian, cadet leader, Child Wellbeing Officer, a volunteer leader in your division or someone else who can help like a trusted adult.



What to do if you are the one bullying

Have you ever bullied someone else?

Think about how your behaviour has affected others. You can change your behaviour if you want to and ask an adult to help you.

Bullying doesn't just hurt the other person; it can also hurt you.



Am I bullying someone? Here are some red flags to be aware of:

- You repeatedly upset someone around you; they may get angry or tearful often
- You can get aggressive (including threatening, shouting or embarrassing others)
- You feel better making someone else uncomfortable, upset or insecure
- You spread mean rumours about someone

If you have been bullying others, there are things you can do.

Think about why you acted this way. Were you:

- Angry with someone?
- Wanting to make someone do what you wanted?
- Trying to make your friends laugh?
- Trying to stop others bullying you?

If you don't know why, talk to a trusted adult to help you work it out.

- Admit what you have done. Accept responsibility. Accept the consequences of your actions
- Apologise - talk to them, write a letter, or send a message
- If you have posted unfair messages or pictures, remove them straight away
- Follow the rules about respect and behaviour
- Tell a trusted adult that you have been unkind, and you want help to make things better
- Learn how to interact with others in a kind way.

4. How to report Bullying

Being involved in any incident or complaint can be very stressful, and that's why St John NSW always has someone you can talk to and support services to help you.

If you are a victim, see bullying happen, or even if you are doing the bullying yourself, we urge you to reach out for help to your Cadet Leader, Divisional Officer or Superintendent in your division, a Child Wellbeing Officer or a trusted adult and ask for help.



Other places you can go to for help:

Child Friendly Support Services within St John NSW

Peer Support

To access this confidential 24/7 service please call **0437 538 904**.

Chaplaincy

Phone Chaplain Trish Hyett (H) **4655 8578** or (M) **0429 919 327**.

Volunteer & Employee Assistance Program

To access this service LifeWorks, call **1300 361 008 24/7**.

External Child Friendly Support Services that can be contacted

Lifeline: 13 11 14

Kids Helpline: 1800 55 1800

Kids Helpline have online chats in place too:
<https://kidshelpline.com.au/>

Beyond Blue 1300 22 46 36

Blue Knot Helpline 1300 657 380

Headspace 1800 650 890

Available for 12-25 year-olds

Here is the website:

<https://headspace.org.au/welcome-to-headspace-centres/>

1800 RESPECT: 1800 737 732

5. How St John NSW will handle bullying

If bullying or poor behaviour is reported St John NSW will follow its Complaints Handling Procedure. This will basically attempt to resolve the complaint or issue, with the people directly involved, in the most caring and safest manner for everyone.

6. Privacy and Confidentiality

St John NSW will maintain the privacy and confidentiality of a member's personal information in accordance the Privacy Policy. This Policy is available on the Members Website.

7. Who to contact with questions

If you have any questions please speak with your Cadet Leader, one of the trusted adults in your division or Divisional Superintendent.

You can also contact the People Performance & Culture team Burwood Office on 02 9745 8787 or ppc@stjohnnsw.com.au



ST JOHN AMBULANCE (NSW)

WEBSITE

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