



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

Phone: 07460118199

Susan Lewry

Email: susie.lewry@btinternet.com

Phone: 07922194434