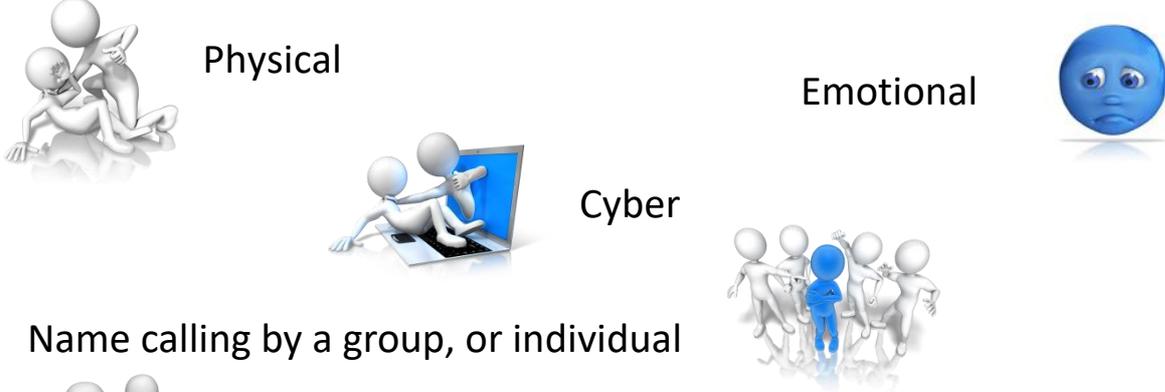


**Anti-bullying – Restorative Approaches**

**Bullying can take many forms:**



**Physical**

**Emotional**

**Cyber**

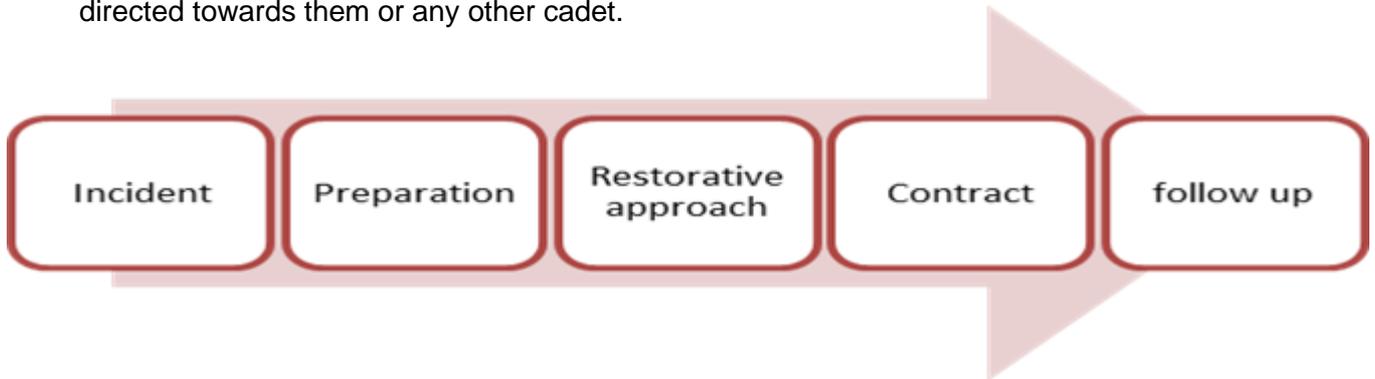
Name calling by a group, or individual

Sly deliberate acts that appear to others as an accident

Sadly these are just a few methods that some individuals will use to bully others.

Any form of bullying can leave an individual very isolated  
 And feeling very alone  
 No-one should be made to feel isolated or alone

What should cadets expect from a Leader if they report any act of bullying whether it be directed towards them or any other cadet.



This method is not for everyone, and is not a cure all. It should be considered in the first instance, and if it is considered not suitable a more robust approach should be employed.

**Four key approaches to Restorative processes**

**Respect** – for everyone by listening to other opinions and learning to value them;

**Responsibility** - taking responsibility for your own actions;

**Repair** – developing the skills within a cadet community so its individual members have the necessary skills to identify solutions that repair harm;

**Re-Integration** - working through a structured, supportive process that resolves the issue and ensure behaviours are not repeated, allowing cadets to remain in the police cadets whilst also achieving all of the above.

### **Consider the following approaches**

#### **Shuttle mediation:**

Shuttle mediation consists of separate meetings where the mediator(s) (Cadet Leader) work(s) between the parties. This process is often used in community mediation as an alternative process when there is a significant element of mistrust or perceived fear of retribution.

*This can be used where the cadet / friend has made a report of bullying, and the cadet does not wish to have direct contact with the bully.*

#### **Restorative Conversation:**

A restorative conversation is simple in its framework. It is a calm and open space where the following questions are asked of the offender and the victim

Offender is asked these restorative questions:

“What happened?”

“What were you thinking about at the time?”

“What have you thought about since the incident?”

“Who do you think has been affected by your actions?”

“How have they been affected?”

Victims are asked these restorative questions:

“What was your reaction at the time of the incident?”

“How do you feel about what happened?”

“What has been the hardest thing for you?”

“How did your family and friends react when they heard about the incident?”

Can be used where the Cadet / friend has made the report of bullying, and would like to have direct contact with the Bully

#### **Scripted Restorative Conference**

A restorative conference is a structured meeting between offenders, victims and both parties' family and friends, in which they deal with the consequences of the crime or wrongdoing and decide how best to repair the harm

Conferences provide victims and others with an opportunity to confront the offender, express their feelings, ask questions and have a say in the outcome. Offenders hear first-hand how their behaviour has affected people.

*Offenders may choose to participate in a conference and begin to repair the harm they have caused by apologising, making amends. Conferences hold offenders accountable while providing them with an opportunity to discard the "offender" label and be reintegrated into their community cadet unit.*

Individuals at conferences may wish to have the support of a family member or friends for support if they wish.

### **Contract**

Throughout this process there will be an opportunity for the bullying cadet to make a contract with the cadet they have bullied. This could either be a verbal or written contract, and should outline what was said, and agreed.

### **Follow up**

An important part of this process is the 'follow up'

- When would be a good time to check in with you to see that you're doing what we agreed?
- What support do you need from me to make sure this doesn't happen again?