Anti Bullying Policy

Anti-bullying policy

We recognise that:

- bullying is â€œbehaviour, usually repeated over time, that intentionally hurts another individual or group, physically or emotionallyâ€•. Source:Safe from bullying in youth activities, DCSF 2009.

- one person or a group can bully others;

- bullying can occur either face to face between individuals or groups or online, using information technology, such as computers or mobile phones;

- bullying can include:

- verbal teasing or making fun of someone;

- excluding children from games and conversations;

- pressurising

other children not to be friends with the person who is being bullied;

- spreading hurtful rumours or passing round inappropriate photographs/images/drawings;

- shouting at or verbally abusing someone;

- stealing or damaging someoneâ€™s belongings;

- making threats;

- forcing someone to do something embarrassing, harmful or dangerous;

- harassment on the basis of race, gender, sexuality or disability;

- physical or sexual assault (although all sexual incidents and all but very minor physical incidents constitute abuse and must be dealt with in accordance with child protection procedures).

- bullying causes real distress. It can affect a personâ€™s health and

development and, at the extreme, can cause significant harm;

- people are often targeted by bullies because they appear different from others;

- we all have a role to play in preventing bullying and putting a stop to bullying.

The purpose of this policy is:

- to prevent bullying from happening in our organisation, as much as possible;

- when bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need;

- to provide information to all staff, volunteerschildren and BTBA membersabout what we should all do to prevent and deal with bullying.

We will seek to prevent bullying by:

- Developing a code of behaviour that sets out the â€œdosâ€• and â€œdonâ€™tsâ€• in terms of how everyone involved in the BTBA is expected to behave, both in face-to-face contact and online;

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Developing
a new membersâ€™ welcome policy that will help the
BTBA
to attract members from diverse groups;

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Developing
a plan that describes how we welcome new members and help them to
settle in;

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Holding
regular discussions with staff, volunteers, children, young people
and families who use the
services of the BTBA
to ensure that they understand our anti-bullying policy. These
discussions will focus on:

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group
membersâ€™ responsibilities to look after one another and uphold the
behaviour code;

-

practising
skills such as listening to each other;

-

respecting
the fact that we are all different;

-

making
sure that no one is without friends;

-

dealing
with problems in a positive way;

-

checking
that the anti-bullying measures are working well.

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Developing
a complaints policy and procedure;

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Making
sure that staff, volunteers, children and young people, and parents
and carers have access to clear information about our anti-bullying
policy, complaints procedure, code of behaviour and anti-bullying
procedure.

When
bullying occurs, we will respond to it by:

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Having
a clear anti-bullying procedure in place;

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Providing
support and training for all staff and volunteers on dealing
with all forms of bullying, including
racial, sexist, homophobic and sexual bullying;

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Addressing
the issue from the point of view of the person being bullied, the
bully, any bystanders and the
BTBA
as a whole;

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Reviewing
the plan developed to address the bullying, in order to ensure that
the problem has been resolved;

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Avoiding
any punishments that make the individuals concerned seem small, or
look or feel foolish in front of others.

Monitoring
and review

(name
and title) is responsible for monitoring the effectiveness of this
policy.

This
policy will be reviewed every two years.

The
next review is due on: (date)