

# Anti Bullying Policy

Anti-bullying  
policy

We  
recognise that:

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bullying  
is "behaviour, usually repeated over time, that intentionally  
hurts another individual or group, physically or emotionally".  
Source: Safe  
from bullying in youth activities,  
DCSF 2009.

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one  
person or a group can bully others;

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

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bullying  
can include:

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verbal  
teasing or making fun of someone;

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excluding  
children from games and conversations;

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pressurising

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

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

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shouting at or verbally abusing someone;

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stealing or damaging someone's belongings;

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making threats;

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forcing someone to do something embarrassing, harmful or dangerous;

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

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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).

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bullying causes real distress. It can affect a person's health and

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

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

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

The purpose of this policy is:

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

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

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to provide information to all staff, volunteers, children and BTBA members about what we should all do to prevent and deal with bullying.

We will seek to prevent bullying by:

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Developing a code of behaviour that sets out the 'dos' and 'don'ts' 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;

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practising  
skills such as listening to each other;

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respecting  
the fact that we are all different;

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making  
sure that no one is without friends;

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dealing  
with problems in a positive way;

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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)