

ETON WICK YOUTH CLUB

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ANTI-BULLYING POLICY

Eton Wick Youth Club (further referred to as EWYC) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

KNOWING WHAT'S RIGHT DOESN'T MEAN MUCH UNLESS YOU DO WHAT'S RIGHT – ROOSEVELT

In drafting this policy EWYC considered the Department for Education's 'Preventing and Tackling Bullying' document (July 2017) the 'Equality Act' (2010) Equality Duty April 2011, the Department for Education's 'Bullying - Don't Suffer in Silence - An Anti-Bullying Pack for Schools' (2000), Keeping Children Safe in Education 21

DEFINITION

EWYC Trustees, Youth and Volunteer Leaders define **bullying** as any behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms, and is often motivated by prejudice that relates to perceived or actual differences against particular groups, and discriminatory behaviour based on the perceived difference.

Prejudice-based and discriminatory bullying is any type of direct physical or verbal bullying, indirect bullying or cyberbullying based on protected characteristics such as:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

RACISM - means you are subjected to abuse and harassment because of your race, colour, beliefs, or ethnic background. It can be defined as:

- An individual believing that another person's race is inferior to theirs. Racism can also be defined as an individual who is under the assumption that one race has the right to dominate or rule another.
- Behaviour that is considered offensive or even aggressive to members who are of another race.



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Racist behaviour includes:

- Assault that is physical
- Harassment
- Derogatory language
- Verbal abuse
- Stereotyped comments
- Racist propaganda

RELIGION - Bullying because of religion may have less to do with a person's beliefs and more to do with misinformation or negative perceptions about how someone expresses that belief. Sometimes Christian children are bullied by "non-believers" due to their faith in God or they may receive physical or verbal abuse from more aggressive "non-religious" children that poke fun at their beliefs or that want to prove they are stronger and more powerful than their "religious" peers. Similarly, children from non-Christian backgrounds such as Muslims, Jews, Sikhs or Buddhists may be bullied due to differences in their culture, dress and religious beliefs.

HOMOPHOBIC/ TRANSGENDER - bullying is when people behave or speak in a way which makes someone feel bullied because of their actual or perceived sexuality. People may be a target of this type of bullying because of their appearance, behaviour, other physical traits or because they have friends or family who are LGBTQ+ or just because they are seen as being different. Some of the more common forms of homophobic / transgender bullying include:

- Verbal bullying (being teased or called names, or being described in derogatory terms or with hate speech)
- Being compared to LGBTQ+ celebrities / caricatures / characters that portray particular stereotypes of LGBTQ+ people
- Being 'outed' (the threat of being exposed to friends and family)
- Indirect bullying / social exclusion (being ignored or left out)
- Physical bullying
- Sexual harassment (inappropriate sexual gestures)
- Cyber bullying (being teased, called names and/or threatened via email, text and on social networking sites)

DISABILITY - One of the main reasons for children to bully others is that they are different and they do not understand them. People's assumptions and prejudices about disability can make disabled children more vulnerable to bullying for a number of reasons, such as:

- Negative attitudes towards disability
- A lack of understanding of different disabilities and conditions.
- Being seen as "different"
- Not recognising that they are being bullied
- They may be doing different work or have additional support at school
- They may be more isolated due to their disability
- They may have difficulties in telling people about bullying
- They may find it harder to make friends

In addition to usual forms of bullying, disabled children may also experience different forms of bullying, like:

- manipulative bullying: where a person is controlling someone
- conditional friendship: where a child thinks someone is being their friend but phases of friendliness are alternated with phases of bullying
- exploitative bullying: where features of a child's condition are used to bully them

At EWYC all forms of bullying are addressed swiftly and by the same standards.

EWYC recognises four distinct types of bullying:

1. **Verbal** - Verbal bullying means using words in a negative way such as insults, teasing, put downs, to gain power over someone else's life. Verbal bullying can also take the form of criticism, putting others down, spreading false rumours or threatening to cause someone harm.

2. **Physical** - Physical bullying is when one person or a group of people picks on or harasses another person in a face to face confrontational manner. It can be subtle actions to casually degrade the person over time, or it can be a series of more aggressive and direct acts to purposefully hurt the person in a more immediate fashion. Physical bullying can also sometimes be sexual in nature, as its psychological roots are based in the desire to dominate and control to make the perpetrator feel more powerful. Physical bullying can include harassment like name calling or stalking behaviours, and more violent abuses like hitting, torture, beating up and intimidating others.

3. **Emotional** - Emotional bullying is a deliberate attempt to hurt someone else, for example, cruel teasing, talking viciously about people behind their backs, spreading humiliating rumours, and excluding kids from group activities.

4. **Cyber** - bullying is when a child is threatened, harassed, tormented, and humiliated by another young person, child, or someone they know who uses the internet, social media websites, mobile phone voice messages and text messages to attack them. Refer to E-Safety/On-line Safety and Mobile Devices Policy

ROLES WITHIN BULLYING

EWYC recognise various roles within the act of bullying, which have been adopted from guidance that has been issued by the Anti-Bullying Alliance.



STYLES OF BULLYING

EWYC also recognises the variation in styles of bullying. Anything from intimidation through gesturing, 'looks' or 'evils' (which are all classed as non-verbal bullying), threats or extortion, as well as gossip or exclusion from a group. Threatening texts, phone conversations and instant messages are also a separate style of bullying, though there is cross-over here with cyber-bullying.

SIGNS & SYMPTOMS

Bullying can often be detected early and subsequently stopped if staff and others are alert to certain signs and patterns of behaviour which then prompt investigation:

- an unwillingness to participate
- being withdrawn or feeling depressed
- seeming anxious
- a noticeable lack of confidence or nervous stammering
- self-harming or other destructive behaviours
- crying or looking visibly upset
- trouble sleeping or having nightmares
- regular illness or faking illness to get out of school or activities
- poor quality of academic work
- ripped clothing
- damaged belongings
- unexplained cuts and bruises
- a refusal to eat
- a refusal to say what is wrong
- not wanting to talk about their day
- a decline in their grades
- unexplained marks
- loss of interest in friends
- low self esteem
- change in eating habits
- bullying of others (often those bullied start bullying others as a way to get out the anger they feel)

AIMS & OBJECTIVES

The aim of this policy is to eradicate entirely from the school day any form of bullying by creating an environment where every single pupil and member of staff feels completely safe. This policy also aims to outline the strategies for eliminating bullying in EWYC as well as the responses staff must make if bullying does occur.

The objectives of this policy are to make certain that there are well understood strategies that are implemented daily, and guidance to allow staff members and club members (to a lesser extent) to quash bullying entirely. A feeling of vulnerability is met with immediate protection and reassurance and an objective of this policy is for staff to make this completely apparent to all club members.

GUIDING PRINCIPLES, MORALS & VALUES FRAMEWORK

EWYC believes in the total equality of its club members. Below are the principles, morals and values that drive it forwards.

Bullying is unacceptable. All allegations are investigated fully and carefully, but it is openness and honesty chiefly that can help ensure bullying doesn't begin in the first place and can be eliminated if it does begin. EWYC tackles the issues related to bullying in its club activities. EWYC strives for harmonious club communities, and it is the firm belief of EWYC that it is the victim that decides what bullying is and not the perpetrator - that is to say that if the victim interprets an action as bullying and the perpetrator does not, it is the view of the victim that takes precedent. EWYC also acknowledges the possibility of 'spill over bullying' i.e. bullying outside of school hours and does all it can to have as great an effect as possible in ensuring this never happens.

ORGANISATION, STRATEGIES AND PREVENTION

Youth Workers, Session Leaders, Volunteers will raise a bullying incident through debrief and / or Incident section of the Session Report Forms, to members of the EWYC Management Committee (EWYC MC). If this occurs then a member of EWYC MC will speak to the victim and commence monitoring of the situation, who as a committee will deal with any persistent or the more serious cases. All staff are responsible for reporting bullying and making EWYC MC aware.

a) Role of Trustees

EWYC Management Committee and Board of Trustees have a responsibility in their Trustee meetings to work alongside the Youth Leader with regard to anti-bullying strategies, and are made aware of specific cases. They also have the responsibility of discussing, reviewing and endorsing strategies, as well as signing off on training relating to bullying e.g. Child Protection.

b) Role of Staff (duties)

i. The Youth Leader, Session Leaders and Volunteers are obligated to promote procedures aimed at preventing bullying. Periodically, at EWYC this is reinforced and reiterated for staff. The EWYC Management Committee leads any discussions regarding anti-bullying strategies and takes on board what the staff have to say. Staff are always aware of issues between club members which might provoke conflict and develop strategies to prevent bullying occurring in the first place. This allows the intricacies of how a situation is to be dealt with to be discussed and understood by all staff.

The EWYC Management Committee are also obligated to organise necessary training for the staff, and to ensure that all staff, club members, parents and volunteers are completely up to date with all strategies. The Management Committee reacts to feedback from staff and also relays relevant information from families, authorities etc. to the appropriate staff.

ii. Youth Leader and support staff

The day-to-day implication of anti-bullying strategies is the responsibility of all leaders and support staff. They have an obligation to inform the Management Committee of any situations where bullying is apparent. Session Leaders and support staff also are encouraged to promote good and respectful club member to member relations and anti-bullying at all times.

c) **Role of Staff** (responses)

i. **Dealing with Incidents**

If an incident of bullying is either suspected or reported, then it is the duty of the nearest member of staff to deal with it immediately. However, if there is prejudice-based and discriminatory bullying based on protected characteristics as outlined above, then the management committee must be informed immediately. General incidents of bullying require debrief at the end of the day with the relevant staff to discuss a plan of action. However, both parties - perpetrator and victim - will have already been spoken to and the incident may have been dealt with and recorded in the Incidents section of the Session Records Form. Parents will be kept informed, the incident is recorded in Session Records Form and discussed in the weekly meeting/debrief. Sanctions are determined by the Youth Leader or EWYC management Committee, and recorded in the Record of Sanctions for Serious Misbehaviour. Any follow up actions will be recorded in Session Records Form. (See Behaviour Policy)

ii. **Principles with Regard to Response**

The key principles EWYC promotes are that the bullied pupil should feel like they can be heard, and reassurance is important. All staff members should express the importance of letting an adult deal with the situation. It is crucial, though, to gauge the different reactions of different victims (but also of the bullies), this will allow the staff member to direct the pupil to the right member of staff i.e. the one who will adopt the appropriate tact and with the greatest and most positive influence on the particular pupil.

iii. **Reporting and Recording**

Once dealt with, incidents of bullying are reported in full on Session Records Form. The reporting process is largely to allow patterns of behaviour to be identified and subsequently altered for the better. An important element is to determine how the incident was detected e.g. hearsay, gossip, witnessed.

iv. **Role of Outside Agencies**

Outside Agencies support and assist EWYC where bullying is concerned by applying EWYC guiding principles, morals and values framework to whatever service they are providing.

SUPPORT & CONFIDENTIALITY

- a) **Bullied club members** Staff reassure club members that feel they have been bullied, and concerns will be shared on a need-to-know basis.
- b) **Club members who bully** EWYC recognises that in many cases the club members who bully will also need a form of support. The support will be based around the idea of changing attitudes linking to our values, known as “*The Club Rules*”. We will try to understand the bullies perspective and then advise from that point.

CURRICULUM - HOW IT AIDS ANTI-BULLYING

Awareness and understanding of the need for tolerance in our diverse society is addressed through the national school curriculum. EWYC acknowledges and anticipates the national school programme to dedicate a significant part of their curriculum to the awareness of anti-bullying. EWYC will support this learning through dialogue in sessions and individual one to one conversation where club members can express any concerns they have in a safe environment. EWYC recognises that the problem will not be solved by simply quashing the incident, the real solution will be an alteration in

attitude and behaviour. EWYC also dedicates a portion of its activity plan each year to promote Anti-Bullying Week.

SAFETY OF SCHOOL ENVIRONMENT

Where incidents are recorded between club members known to attend the same school, EWYC MC will contact the school concerned, discussing the incident with the designated SEND. The staffing levels EWYC operates to, (1 Leader/ Volunteer to 8 club members) are organised to enable staff in supporting and modelling good behaviours. This allows staff to steer club member conversations towards positive topics. A proactive nature in curbing negative topics and topics that could lead to nasty comments is encouraged. This way club members also have an immediate reference should they encounter negativity as staff are always vigilant.

INTERVENTIONS, SANCTIONS & DISCIPLINARY PROCEDURES

EWYC applies disciplinary measures to any club member bullying another club member to show their behaviour is wrong. Disciplinary measures will be applied fairly and consistently taking into account any SEND needs and needs of vulnerable club members. EWYC also considers the motivation behind bullying behaviour and what it reveals about the perpetrator and whether they need support themselves. The Youth Leader & EWYC MC will pull together information, relevant to the incident, that other members of staff have gathered. The EWYC MC member must be made aware of all relevant information. Both perpetrator and victim are made immediately aware of the response.

The pupil who has been bullying will be reminded of expected behaviour within EWYC and any individual stipulations or alterations to the pupil's day - as a result of the bullying e.g. changing classes temporarily, specific people they are required to avoid.

Typically, if there is a clear solution to the incident the sanction may be a letter of apology, a direct verbal apology, the occasional removal of privileges. Slightly more serious incidents will be met with sanctions such as isolation or in extreme cases resulting in exclusion. In these serious cases the sanction is recorded in the Records of Sanctions for Serious Misbehaviour. If bullying continues, the perpetrator will be removed from EWYC

INVOLVING/CONSULTATION WITH PARENTS / GUARDIANS

Parents/carers are made aware that EWYC does not tolerate bullying and the procedures to follow if they feel their child is being bullied. Parents/carers should feel confident that EWYC will take any complaint seriously. In extreme cases parents will be involved as soon as possible, typically the evening of the incident. Parents will be contacted via phone from EWYC MC Members or the session leader.

INVOLVING CLUB MEMBERS

EWYC club members adhere to a simple set of guiding values that provide the basis of pupil behaviour: Curiosity, Change, Kindness. All club members understand the club's approach and are clear about the part they play to prevent bullying. Other club members will become involved in a positive manner. Their input is valued, and group discussions/circle times/morning meetings/school council will focus

on anti-bullying awareness in the aftermath of an incident concerning bullying. Coping strategies will be discussed as will mentality and awareness of the facets that make up bullying.

COMPLAINTS PROCEDURE

Any complaints about anti-bullying procedures should be made to EWYC Management Committee, who will report it to EWYC Board of Trustees. (See complaints Policy)

OFF-SITE INCIDENTS

The procedures outlined in the policy also apply to off-site incidents of bullying where the club members are involved in club activities e.g. trips, sport sessions. Incidents completely independent of the club will be investigated by the Police, however, in such cases EWYC prefers to be notified, but that is at the discretion of the club member's parents/guardians.

AVAILABILITY OF POLICY

This policy, and all of EWYC policies are available to read on the EWYC section of the Village Association's website www.ewva.org.uk/EWYC . Hard copies are available upon request from EWYC.

FURTHER READING

Equality and Human Rights Commission and Anti-bullying Alliance tips on preventing discriminatory bullying [tips for tackling discriminatory bullying.pdf \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/anti-bullying/alliance-tips-on-preventing-discriminatory-bullying)

Anti-bullying Alliance Anti-Bullying Alliance

Preventing and Tackling Bullying [Preventing bullying - GOV.UK \(www.gov.uk\)](http://Preventing bullying - GOV.UK (www.gov.uk))

Respect Me - <https://respectme.org.uk/>

www.endbullying.org.uk

ACKNOWLEDGEMENT

This policy is derived from a similar document produced in 2022 by The Green Room Foundation. This support is gratefully acknowledged.

POLICY REVIEW

The Governing Body of our club is responsible for ensuring the bi-annual review of this policy. The date the next review is due as per the Review Record below.

The Trustees of Eton Wick Youth Club are responsible for ensuring the annual review of this policy.

This policy was adopted by the Youth Club Management Committee:

Signed:.......... Date: 20 August 2022
 Name: Helen Branscombe-Davies
 Position: Secretary, Eton Wick Youth & Community Centre CIO

REVISION RECORD

Document created: 15th August, 2022

Date Reviewed	Version	Revision Note	Next Review Date
			August 2024



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