

## Anti-Bullying Policy

### Purpose

The Britannia Youth Organisation (BYO) is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of our community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

### Principles

- Everyone has a right to enter The Britannia Youth Organisation's premises free from intimidation and fear.
- The needs of the victim are paramount.
- The Britannia Youth Organisation will not tolerate bullying behaviour.
- Bullied individuals will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

### What is bullying?

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of individuals.

### Forms of bullying

- Physical violence such as hitting, pushing or spitting at another individual.
- Interfering with another individual's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another individual.
- Teasing or spreading rumours about another individual or his/her family.
- Belittling another individual's abilities and achievements.
- Writing offensive notes or graffiti about another individual.
- Excluding another individual from a group activity.
- Ridiculing another individual's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

# Safeguarding Policy

This Anti Bullying Policy is linked to The Britannia Youth Organisation's safeguarding policy a copy of which can be given on request or viewed at any time on our website. In the event that anyone believes that an individual has suffered from neglect or abuse as a result of bullying, they should notify us in accordance with the procedures set out in the safeguarding policy.

## Staff responsibilities

Our staff and volunteers will

- Encourage self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our individuals.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the Britannia Youth Organisation's coordinator or, in their absence, the designated safeguarding director.
- Follow up any complaints about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

## Service user responsibilities

We expect all young users of the Britannia Youth Organisation to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect any individual who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.
- Anyone who becomes the target of bullies should:
- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

## Parental/Guardian responsibilities

We ask our parents to support their children and The Britannia Youth Organisation by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to their project leader and/or the Britannia Youth Organisation's coordinator and explain the implications of allowing the bullying to continue unchecked, for themselves and for other individuals.

- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children and reassuring them that appropriate action will be taken.
- Keep a written record of any reported instances of bullying
- Informing us of any suspected bullying, even if their children are not involved.
- Co-operating with The Britannia Youth Organisation if their children are accused of bullying, try to ascertain the truth, and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.