



Serving young people and the community

Chichester Boys' Club Youth Team Anti-Bullying Policy

1. Introduction

1.1 Every member of Chichester Boys' Club Youth Team has a responsibility to prevent and to deal with the incidents of bullying including racist, sexist, homophobia and online bullying.

1.2 Chichester Boys' Club defines bullying as verbal, physical or psychological and this also encompasses cyber bullying. In fact, any action which makes a child/young person feel uncomfortable, insecure, or threatened may be defined as bullying. Bullying can be defined as a behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation

It takes many forms and can include:

- Physical assault - Pushing, hitting, kicking, punching, taking belongings or an act of violence with intent to harm.

- Teasing - Spreading nasty stories about someone, exclusion from social groups or being made the subject of malicious rumours.

- Making threats - Name calling, insulting, threats / intimidation or making offensive remarks.

- Cyberbullying – Tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted using text messaging, e-mail, instant messaging or any other type of digital technology e.g. social networking sites (Facebook, Instagram, Snapchat, Twitter). Misuse of associated digital technology such as camera and video aids.

- Sexual orientation - Homophobic bullying involves the targeting of individuals on the basis of their perceived or actual sexual orientation. Evidence of homophobic bullying suggests that children and young people who are gay or lesbian (or perceived to be) face a higher risk of victimisation than their peers. Homophobic bullying is perhaps the form of bullying least likely to be self-reported since disclosure carries risks not associated with other forms of bullying. The young person may not want to report bullying if it means “coming out” to the youth team and parents before they are ready to. Homophobic bullying includes all forms of bullying above.

1.3 We recognise that the physical safety and emotional well-being of the young people in our care is an absolute priority.

2. Aims

2.1 We aim to protect the young people in our club from bullying by taking the following steps:

- Creating a sensitive, caring atmosphere in which children and young people feel secure, their view points are valued, they are listened to and encouraged to talk.
- Young people are left in no doubt that if they tell somebody about being bullied their comments will be taken seriously and acted upon.
- Providing appropriate support and guidance so that young people have a range of adults / young leaders whom they feel confident to approach if they are in difficulty.
- Being vigilant in cases of suspected bullying, recognising the signs and symptoms. Having clear procedures whereby the staffing team report such cases to the appropriate designated staff.
- Raising self-esteem.
- where appropriate to work with parents to build an understanding of the responsibility of both parties to ensure the welfare of all young people.
- Effective supervision of young people.
- Providing appropriate training for staff so that all issues of child bullying are understood, including staff debriefing after sessions and awareness training.
- Encompassing into our delivery where appropriate skills, strategies and information to children and young people so that they develop an understanding of what bullying means and refer to other services where appropriate.
- Providing opportunities through the youth team to support young people in understanding the ways that they can keep themselves safe. This can include
- National Bullying Week – whole club activities to raise awareness of bullying and prevention.
- Following relevant and up to date legislation.

3. The effects of bullying

3.1 Young people who are being bullied are being denied the opportunity to reach their full potential. Effects may be long term and include:

- absenteeism – unknown or prolonged periods of time out of clubs
- absconding from clubs
- fall in academic performance
- poor self-esteem
- health problems
- isolation and failure to develop socially
- depression and suicide

- relationship difficulties

3.2 Signs of bullying occurring. These include:

- change of friendship groups
- lack of friends
- club rejection
- 'illnesses at certain times or on certain days
- withdrawal / sudden lack of confidence
- severe cases of depression

Although the above list is most likely to apply to victims, changes in behaviour could indicate that someone has developed anti-social traits and may be bullying.

4. Procedures for staff / adults within Chichester Boys' Club Youth Team.

4.1 Immediate responses to bullying or information about bullying:

- take the incident or report seriously
- the incident or report must be acted upon
- take action (as listed below) as soon as possible
- re-assure victim
- make it clear that you disapprove of the unacceptable behaviour

4.2 Actions

• **STEP 1** - A verbal reprimand from a member of staff may deter further inappropriate behaviour. The member of staff will talk to the 'victim' to assure them that the matter is being dealt with. All the information is to be recorded in the 'Youth Team Bullying Log'.

• **STEP 2** - Staff will offer support and guidance to the victim. Staff will meet with the perpetrators where the feelings of the 'victim' are discussed. Warnings are issued about further inappropriate behaviour. Sanctions may be imposed on the perpetrators and a further meeting is arranged to discuss progress. This meeting should take place within one week. All information is to be recorded in the bullying log.

• **STEP 3** - If further incidents occur then the Trustees are informed. They will talk to the young people as well as inviting parents / carers to become involved. At that meeting further strategies will be agreed and parents / carers will be kept informed of progress. Further professional advice from outside agencies may be sought on behalf of the 'victim' or 'bully'. All information is to be recorded in the bullying log.

• If the incidents of bullying are immediately judged to be serious (e.g., an extremely aggressive act) or a direct approach has been made by a parent/carer to a member of staff or the Trustees, then steps 1 and 2 should be by-passed.

- Record incidents in the incident log.
- Any step taken, or concerns raised are discussed at Debrief.
- If the bullying is deemed serious enough that the police need to be called, the youth team will support the victim with this process.

5. Intervention techniques for anti-bullying

5.1 Punishing bullies does not end bullying. The Youth Team stress that it is the bullying behaviour rather than the person doing the bullying that is not liked. We positively encourage all young people to take responsibility for their behaviour and its consequences and to make a commitment to take action to end the bullying and provide support for the bullied young people.

5.2 Our Anti-Bullying Policy and Practice includes a range of strategies adapted to suit particular incidents through a whole club approach including:

- Ensuring that the whole club understands what bullying means.
- Making it clear that no bullying of any kind is tolerated.
- Allowing young people to report incidents without feeling they are telling tales.
- Incidents are taken seriously, investigated and if necessary acted upon with clearly defined procedures.
- Systematic recording of incidents helping us to review and evaluate policy and practice.
- Peer support systems - developing listening, social skills, self-esteem, confidence in peers, mediation, and befriending.
- Programmes of education within the club and child/young persons meetings - sharing skills and experiences.
- Induction for all new staff.
- Training staff so that they can better identify and help vulnerable young people and those who may be more at risk of bullying.
- Assertiveness training - aiming to change the behaviour of young peoples who are vulnerable or bullied and to help them use verbal and body language in a way that discourages bullying, including how to respond to bullying in a calm, controlled manner. This can include how to make assertive statements, deal with name calling and getting help from bystanders etc.
- Use of natural consequences - these might include removal from club, withholding participation in activities such as club trips and other offsite events.
- Working with parents and carers to promote good behaviour, encourage involvement in promoting the clubs' ethos and consult over the school's approach to bullying.
- Improving the clubs' grounds so that they can provide a safe, secure, active and easily supervised environment.
- Questionnaires for use with young peoples, parents and staff and regular staff meetings to gain an indication of the extent and nature of problems related to bullying.

5.3 It is especially important that the strategies the club employ are communicated clearly too all relevant parties and that the parents / carers have access to the procedures.

The young people must also understand the procedures and feel that they are able to express their views and have the same opportunity to discuss these matters through regular chill-out chats with the Youth Team.

5.4 Chichester Boys' Club promotes a positive ethos and caring attitude to the needs of its young people and staff. This helps in building a positive self-image for the individuals and helps them to recognise their place within the club community and the value of their efforts and talents.

5.5 Our unequivocal view reflects the value system of the clubs' community and its attitude to bullying:

"Chichester Boys' Club will not tolerate bullying. Bullying is an unacceptable form of behaviour."

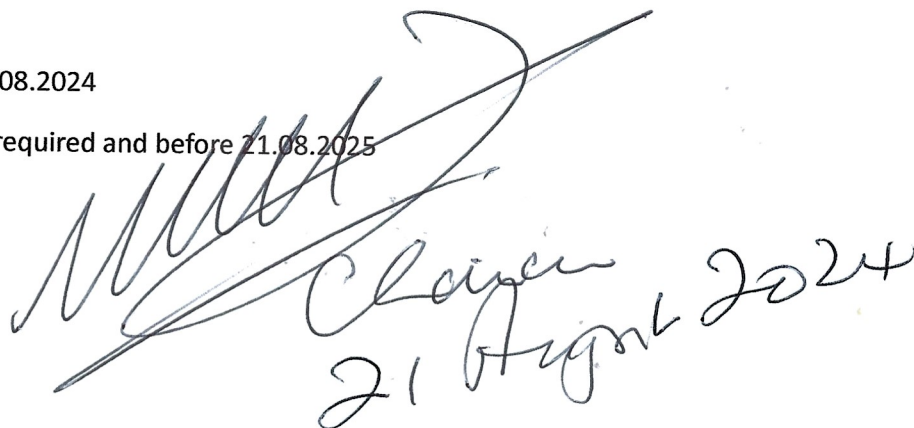
6. Associated Documentation & Legislation

- Safeguarding policy
- E-safety policy

Policy date: 21.08.2024

Review date: as required and before 21.08.2025

Signed:



A handwritten signature in black ink, followed by the name 'Clayton' and the date '21 August 2024' written in a cursive style.