



Diocese of York – Children and Youth Policy Documents
 Anti-Bullying Policy

Name of group/club	
Associated with (Name of Church)	

This group/club is committed to providing a caring, friendly and safe environment for all children, young people, volunteers and staff associated with it. Bullying – aggression with the intention of hurting another person - is therefore unacceptable and will be dealt with promptly and effectively.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Transphobic prejudice against transsexual or transgender people
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
 Mobile threats by text messaging & calls
 Misuse of associated technology , i.e. camera & video facilities

This means we will:

Ensure that all staff and volunteers have an understanding of bullying and the anti-bullying policy, and are aware of the Signs and symptoms that an individual may be being bullied in Appendix One

- Create a safe environment by ensuring that all children, young people and their parents/carers know what the policy is and what measures they can take if bullying occurs
- Regularly talk about the impact of bullying and what it might feel like using resources like those by Kidscape, and encourage reporting of bullying incidents to staff or volunteers
- Take measures to confront and remedy bullying behaviour and where necessary exclude bullying individuals from activities and events
- Signpost victims of bullying (in whatever context) to the appropriate well-being resources

Procedure if bullying is suspected

- If a member of staff or volunteer suspects that an individual associated with the group/club is being bullied by other members of the group/club then the first step is for a member of the team to have a discrete conversation with the individual and/or their parents/carers if appropriate
- If the individual confirms that they are being bullied then the issue and the bully must be dealt with as below and the conversation and remedial reaction recorded
- If the individual does not confirm that they are being bullied but concerns remain then it needs to be made clear to them that the conversation can be re-addressed at any stage. It might also be

appropriate to do a general reminder to the group/club of the anti-bullying policy and behaviour that is expected of participants/members

- If the bullying is perpetrated by a member of staff or a volunteer then this must be reported to the designated safeguarding officer and/or the group/club leader who will deal with it appropriately

Procedure where bullying has taken place

- If bullying behaviour is witnessed then the member of staff or volunteer who witnessed the incident should remind the perpetrator of the anti-bullying policy and the nature of the unacceptable behaviour and ask the perpetrator to apologise to the victim and not repeat the offence. The witness should make a note of the incident and actions taken to remedy the situation
- There should also be a conversation with the victim of the bullying behaviour about whether this was a one off or is regular occurrence in their life that they might need help with
- If bullying behaviour is reported then discussion needs to be had with the designated safeguarding officer and/or the group/club leader about how to proceed to ensure that measures are taken to prevent repercussions to the victim for 'grassing'
- Quite often bullying behaviour is a response to being bullied and/or feelings of insecurity. Conversations with perpetrators of bullying behaviour should therefore be carried out with sensitivity as well as justice. These are best held in a quiet location with two adults present and focus on helping the perpetrator of the bullying behaviour understand the impact of their behaviour and how they can stop it
- Where serious bullying has occurred records should be kept of incidences and remedial conversations
- If the behaviour does not cease then individuals may be excluded from the group/club for a number of sessions/activities or banned forever depending on the seriousness of the incident. At this stage, if appropriate, parents may need to be informed of the decision and why it has been taken
- If the bullying behaviour is considered dangerous then the group/club should contact the police immediately
- The situation should be monitored to ensure that the bullying behaviour has ceased and not mutated to another less visible form of abuse

Contact Details of relevant people and agencies

Designated safeguarding officer for the group/club	
Qualified First Aiders	
Advisory Centre for Education (ACE) Children's Legal Centre KIDSCAPE Parents Helpline (Mon-Fri, 10-4) Parentline Plus Youth Access Bullying Online Kidscape	0808 800 5793 0845 345 4345 0845 1 205 204 0808 800 2222 020 8772 9900 www.bullying.co.uk www.kidscape.org.uk

I have read this document and agree to pay attention to the signs and symptoms of bullying and confront bullying behaviour as per the procedures above

Name	
Signature	
Date	

Appendix One - Signs and Symptoms of bullying

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school or Youth club
- doesn't want to go on the school / public bus
- begs to be driven to school or Youth club
- changes their usual routine
- is unwilling to go to school or Youth club
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated