

## Sample Anti-Bullying Policy

### Guidance

#### The Individual

Respect every child/young person's need for, and rights to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available

Respect every individual's feelings and views

Recognise that everyone is important and that our differences make each of us special

Show appreciation of others by acknowledging individual qualities, contributions and progress

Ensure safety by having rules and practices carefully explained and displayed for all to see.

#### Bullying

Bullying will not be accepted or condoned. All forms of bullying will be addressed.

Bullying can include:

- physical pushing, kicking, hitting, pinching etc
- name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring of individuals
- sectarian/racial taunts, graffiti, gestures
- sexual comments and/or suggestions
- unwanted physical contact.

Children from ethnic minorities, disabled children, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and may well be targeted

Everybody has the responsibility to work together to stop bullying – the coach/volunteer, the parent/guardian, the child/young person, the official

Commitment to the early identification of bullying and prompt, collective action to deal with it

Policy and practice should be agreed through consultation with your local Local Safeguarding Children Board, staff/volunteers, parents/guardians and children/young people

Policy and practice should be reviewed regularly in the light of changing needs and changes adopted by other agencies (e.g. schools/clubs)

Coaches/volunteers should have access to appropriately trained staff for support when dealing with bullying.

### **Support to the child/young person**

Children/young people should know who will listen to and support them

Any advice and assistance should be given by an experienced coach/volunteer

Children/young people should have access to Helpline numbers

Children/young people should be told what is being recorded, in what context and why

Systems should be established to open the door to children/young people wishing to talk about bullying or any other issue that affects them. Barriers to talking need to be broken down to enable children/young people to approach adults.

Anyone who reports an incident of bullying will be listened to carefully and be supported, whether it's the child/young person being bullied or the child/young person who is bullying

Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved

Children/young people being bullied will be supported and assistance given to uphold their right to play and live in a safe environment which allows their healthy development

Those who bully will be supported and encouraged to stop bullying

Sanctions involving long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, should be avoided.

### **Support to the parents/guardians**

Parents/guardians should be advised on policies and procedures in relation to bullying

Any incident of bullying will be discussed with the child/young person's parents/guardians

Parental/guardian advice on action will be sought and agreements made as to what action should be taken

Advice on coping with bullying should be given

Support should be offered to parents/guardians including information on other agencies or support lines.

### **Useful Contacts**

Childline- 0800 1111 [www.childline.org.uk](http://www.childline.org.uk)

NSPCC Helpline- 0808 800 5000

[www.there4me.com](http://www.there4me.com) (an online service for young people)

Kidscape- 020 7730 3300 [www.kidscape.org.uk](http://www.kidscape.org.uk)

Parentline Plus [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)