WN7 OUTREACH CIC
Anti-Bullying Policy

Statement of Intent

We are committed to providing a caring, friendly, and safe environment for all of our participants so they can develop in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at WN7 Outreach CIC. If bullying does occur, all participants or parents/guardians/carers should be able to inform staff and know that incidents will be dealt with promptly and effectively. We are a TELLING group. This means that anyone who knows that bullying is happening is expected to tell staff members. We are committed to playing our part to teach all to treat each other with respect.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.
Bullying can be:

- Emotional being unfriendly, excluding (emotionally and physically) sending hurtful text messages, tormenting, (e.g., threatening gestures).
- Physical pushing, kicking, hitting, punching or any use of violence.
- Sexual unwanted physical contact or sexually abusive comments.
- Discrimination racial taunts, graffiti, gestures, homophobic comments, jokes about disabled people, sexist comments.
- Verbal name-calling, sarcasm, spreading rumours, teasing.

Cyberbullying

This is when a person uses technology i.e., mobile phones or the internet (social networking sites, chat rooms, instant messenger, tweets), to deliberately upset someone. Bullies often feel anonymous and 'distanced' from the incident when it takes place online and 'by standers' can easily become bullies themselves by forwarding the information on. There is a growing trend for bullying to occur online or via texts – bullies no longer rely on being physically near to the person. We commit to ensure our website and/ or social networking pages are being used appropriately and any online bullying will be dealt with swiftly and appropriately in line with procedures detailed in this policy.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving. Wn7 Outreach CIC has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All Staff Members, Participants and Parents/Guardians/Carers should understand what bullying is.
- All Staff Members, Participants and Parents/Guardians/Carers should know what our policy is on bullying and follow it when bullying is reported.
- All Staff Members, Participants and Parents/Guardians/Carers should know what our policy is on bullying, and what they should do if bullying arises.
- Wn7 Outreach CIC take bullying seriously. All should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

Signs and Indicators

Anyone may indicate by signs or behaviour that he or she is being bullied. All should be aware of these possible signs and that they should investigate if a person:

- Says he or she is being bullied.
- Is unwilling to go to sessions.
- Becomes withdrawn anxious or lacking in confidence.
- Feels ill before training sessions.
- Has possessions go "missing".
- Asks for money or starts stealing money (to pay the bully).
- Has unexplained cuts or bruises.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above.

In more extreme cases:
- Starts stammering.
- Cries themselves to sleep at night or has nightmares.
- Becomes aggressive, disruptive, or unreasonable.
- Is bullying others.
- stops eating.
- Attempts or threatens suicide or runs away.

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

Bullying because of discrimination occurs when bullying is motivated by a prejudice against certain people or groups of people. This may be because of their gender, age, race, nationality, ethnic origin, religion or belief, sexual orientation, gender reassignment, disability, or ability. Generally, these forms of bullying look like other sorts of bullying, but in particular it can include:

- Verbal abuse – derogatory remarks about girls or women, suggesting girls and women are inferior to boys and men, or that black, Asian, and ethnic minority people are not as capable as white people; spreading rumours that someone is gay, suggesting that something or someone is inferior and so they are "gay" – for example, "you're such a gay!" or "those trainers are so gay!" Ridiculing someone because of a disability or mental health related issue, or because they have a physical, mental, or emotional developmental delay. Referring to someone by the colour of their skin, rather than their name; using nicknames that have racial connotations; isolating someone because they come from another country or social background etc.
- Physical abuse – including hitting, punching, kicking, sexual assault, and threatening behaviour.
- Cyberbullying – using online spaces to spread rumours about someone or exclude them. It can also include text messaging, including video and picture messaging.

Discrimination is often driven by a lack of understanding which only serves to strengthen stereotypes and can potentially lead to actions that may cause women, ethnic minorities, disabled people, lesbian, gay, bisexual, or transgender people, or people who follow specific religions or beliefs, to feel excluded, isolated, or undervalued.

- If an incident occurs, staff members should be informed that discriminatory language is offensive and will not be tolerated. If someone continues to make discriminatory remarks, explain in detail the effects that discrimination and bullying has on people. If it is a young person making the remarks their parents/guardians/carers should be informed just as a breach of this Anti-Bullying policy.

- If a person makes persistent remarks, they should be removed from the activity setting in line with managing challenging behaviour and Staff Members should talk to them in more detail about why their comments are unacceptable.
- If the problem persists, the person should be made to understand the sanctions that will apply if they continue to use discriminatory language or behaviour.
- Consider inviting the parents/guardians/carers to a meeting to discuss the attitudes of the person in line with the procedures detailed in this policy.

Procedures

1. Report bullying incidents to a staff member.
2. In cases of serious bullying, the incidents will be referred to the Case Management Team.
3. Parents/Guardians/Carers should be informed and will be asked to come into a meeting to discuss the report.
4. If necessary and appropriate, the police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. If mediation fails and the bullying is seen to continue, Wn7 Outreach will initiate disciplinary action under this policy.

References

This policy is based on guidance provided to schools by KIDSCAPE. KIDSCAPE is a voluntary organisation committed to help prevent child bullying. KIDSCAPE can be contacted on 0207 730 3300 or you can access their website via www.kidscape.org.uk
Any person may also wish to access any of the following websites designed to give advice and guidance to adults and children who are faced with dealing with bullying:

www.anti-bullyingalliance.org.uk/
www.stoptextbully.com
www.beatbullying.org.uk
www.stonewall.org.uk
www.bullying.co.uk
www.youngstonewall.org.uk/
www.cybermentors.org.uk
www.childline.org.uk

Anthony Doyle
Managing Director 2024.