



## **ANTI-BULLYING POLICY**

### **Statement of Intent**

Burgess Sports is committed to providing a caring, friendly and safe environment for all of its members so they can learn in a relaxed and secure atmosphere in line with the Equalities Act 2010. Bullying of any kind is unacceptable at Burgess Sports. If bullying does occur, all young people/children and parent/carers should be able to tell and know that incidents will be dealt with promptly and effectively.

### **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 focused around issues, such as:

- Racism                      racial taunts, graffiti, gestures
- Sexual                      unwanted physical contact or sexually abusive comments
- Homophobia              taunting because of, or focussing on the issue of sexuality
- Body                        insulting a person physically

Bullying can be acted out in a variety of ways, such as:

- Verbal                      name-calling, sarcasm, threatening, teasing, sexual comments
- Social                      spreading rumours, leaving people out, embarrassing people
- Physical                    pushing, kicking, hitting, punching or any use of violence
- Cyber                      all areas of internet, such as email, Facebook & internet chat room abuse
- Mobile                     threats by BBM, Facebook, text messaging & calls  
misuse of associated technology i.e. BBM, camera & video facilities

### **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.
- Pupils who are bullying need to learn different ways of behaving.

Burgess Sports *has a responsibility to respond promptly and effectively to issues of bullying.*

### **Objectives of this Policy**

- All trustees, staff, teaching and non-teaching staff, volunteers, young people and parents should have an understanding of what bullying is.
- All trustees, staff, teaching and non-teaching staff and volunteers should know what YYY policy is on bullying, and follow it when bullying is reported.
- All young people and parent/carers should know what YYY policy is on bullying, and what they should do if bullying arises.
- As an organisation, we take bullying seriously. Young people and parent/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Signs and Symptoms**

A young person may indicate by signs or behaviour that he or she is 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 the centre
- doesn't want to go by public transport
- begs to be driven to school/provision
- changes their usual routine
- is unwilling to go to school/provision (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering



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- attempts self-harm, 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 young people 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.

**Help kids understand bullying** – Burgess Sports has a responsibility to educate all young people about what bullying is so that they can better identify it.

**Keep the lines of communication open** – ensure that young people feel safe to talk to staff and volunteers about what is happening for them, both in and out of Burgess Sports.

### Burgess Sports **GUIDELINES/PROCEDURES**

#### **Stop bullying on the spot**

- The bullying behaviour must be stopped quickly
- **Model respectful behaviour - intervene, separate people and make sure everyone is safe**

#### **Find out what happened**

- If you are not sure of, or need to clarify, the situation, get the facts – keep all children involved separate and get the stories from several sources both adults and children. Listen without blaming or labelling bullying until you are sure.
- Determine if it's bullying – what is the history/is there a power imbalance/ has it happened before, or are you worried it will happen again?

#### **Support young people who are bullied**

- Listen and focus on the young person or child, show you want to help and that it is not their fault. They may find it difficult to talk about, and may need extra support eg. Counselling
- Give advice about what to do – think through what to do if it happens again, other sources of advice or support – assertiveness skills/building confidence and self esteem
- AVOID: telling young person/child to ignore it, say they provoked it, advise physical fighting back or suggesting to parents that they should contact other parent – provisions should mediate.
- Follow up – ensure consistent support

### **Support children who bully and address bullying behaviour**

- Make sure the young person/child knows what the problem behaviour is – children who bully must learn their behaviour is wrong
- Show young people that bullying is taken seriously – model respectful behaviour when addressing the problem
- Work with the young person/child to understand some of the reasons he/she bullied – to fit in/issues at home/stress/they have been bullied
- Use consequences to teach – consequences that build or involve learning empathy
- Involve young people who bullied in making amends or repairing the situation – write a letter to apologize, clear up, do a good deed.
- AVOID strategies that don't work or have negative consequences – eg 3 strikes and you are out, peer mediation/conflict resolution (bullying is about an imbalance of power), group treatment tends to lead to reinforcing behaviour in each other.
- Follow up: continue to work with the young person/child to help them understand how their actions affect other people.

### **Support bystanders who witness bullying**

- Even if young people are not bullied or bullying others they can be affected by bullying. Many times, when they see bullying, they may not know what to do to stop it. They may not feel safe stepping in the moment, but there are many other steps they can take.

### **Report bullying incidents on relevant paperwork**

- Please fill in details on debriefing forms and on running sheets in individual young people's files
- Discuss during debriefs with full team
- If necessary report to your line manager or Child Protection Manager
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted

### **Outcomes**

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion will be considered
- 3) If possible, the pupils will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 5) Children may be referred to external agencies for further support.

### **Encourage young people to do what they love**

- Help young people take part in activities they like, they can build their confidence and friendships that help protect young people from bullying

### **HELP ORGANISATIONS:**

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

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