

## Anti-Bullying

### Introduction

Bullying includes a range of abusive behaviour that is repeated and intended to hurt someone either physically or emotionally.

We believe our participants should never experience abuse of any kind and everyone has a responsibility to promote their welfare, to keep them safe and to practise in a way which protects them.

We recognise that bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm. All our participants, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse and everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

### Purpose

The purpose of this policy statement is to:

- prevent bullying from happening between participants who are a part of the Foundation or take part in our activities
- make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- provide information to all staff, volunteers, participants and their families about what we should all do to prevent and deal with bullying.

### Scope

This policy applies to all participants who attend Worcester Warriors Community Foundation programmes.

**N.B. Where we are delivering a session at school or community setting (e.g. youth group) we will follow their reporting procedures for incidents of bullying.**

Separate documents set out:

- our codes of behaviour for participants and staff
- our policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation.

# Anti Bullying Policy and Procedures



## Legal framework and guidance

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK including:

- Equality Act 2010
- Protection from Harassment Act 1997
- Communications Act 2003
- Malicious Communications Act 1988

## Related policies and procedures

This policy statement should be read alongside our organisational policies and procedures including:

- Child Protection and Safeguarding
- Whistleblowing
- Staff Code of Conduct
- Participant Code of Conduct
- Sexting
- Online Safety
- Equality and Diversity

Contact details

### Designated Safeguarding Officer

Carol Hart

[carol.hart@warriorsfoundation.co.uk](mailto:carol.hart@warriorsfoundation.co.uk)

## Policy review

We are committed to reviewing our policy and good practice annually. The responsibility of reviewing and maintaining this policy is Worcester Warriors Community Foundation's Anti-Bullying Lead.

Start date of policy:	August 2021
Last review date:	August 2024
Date of next review:	July 2025

## 1. What is bullying?

There are three elements that are always present in bullying:

- the deliberate, planned and repeated use of aggression (verbal or physical)

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- an unequal power relationship
- the outcome is always painful and distressing for the victim.

Bullying does not just occur between children. We recognise that bullying can also be perpetrated by children on adults, by adults on children and by adults on other adults.

The four main types of bullying are:

- **physical** – persistent hitting, pushing, kicking, pinching, other violence and taking things
- **verbal** – name calling, sarcasm, racist remarks, persistent teasing, threatening, homophobic remarks
- **indirect** – spreading rumours, excluding someone from social groups
- **cyber** – all areas of internet, such as email and internet chat room misuse. Mobile threats through text messaging and calls. Misuse of associated technology i.e. camera and video facilities.

### 2. Why does bullying occur?

People who bully might do so because they:

- want to feel powerful or in control
- are jealous
- want attention or to look 'clever' in front of others
- are being bullied themselves.

Bullying can also sometimes occur because people are seen to be different from them or from the 'norm'. Such prejudice-based bullying may relate to another person's gender, ethnicity, religion, sexual orientation or disability.

### 3. What are the effects of bullying?

Persistent bullying can result in:

for the victim

- depression and moodiness
- low self-esteem
- shyness and isolation
- poor academic achievement
- absenteeism/truancy
- distress and anxiety
- aggression
- unexplained changes in behaviour
- frequently damaged or 'lost' property

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for the person displaying bullying behaviour

- reliance on intimidation in order to influence others
- isolation and lack of real friends
- tendency to use aggressive behaviour easily

More information about bullying is available from <https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying/>. Complaints

### 4. Preventing bullying

We will seek to prevent bullying by:

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, volunteers, participants and families who use the Foundation about bullying and how to prevent it. These discussions will focus on:
  - group members' responsibilities to look after one another and uphold the behaviour code
  - practising skills such as listening to each other
  - respecting the fact that we are all different
  - making sure that no one is without friends
  - dealing with problems in a positive way
  - checking that our anti-bullying measures are working well
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying
- putting clear and robust anti-bullying procedures in place
- making sure our response to incidents of bullying takes into account:
  - the needs of the person being bullied
  - the needs of the person displaying bullying behaviour
  - the needs of any bystanders
  - our organisation as a whole.
- reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure the problem has been resolved in the long term.

### 5. Roles and responsibilities

**All adults** within the Foundation will be expected to set a good example by ensuring their relationships with other adults and participants are based on respect, care and trust.

**All staff** will be expected to record all incidents or allegations of bullying in the appropriate Incident Book and report them to the nominated Anti-Bullying Lead. They should respond to reporting participants or parents or carers calmly and reassuringly telling them that their concerns will be taken seriously. If necessary, immediate action should be taken to ensure a victim's safety.

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**All staff** will be expected to support and participate appropriately in the anti-bullying strategy.

**All staff** have an understanding that they have a responsibility to support each other's wellbeing.

**All participants** will be expected to reflect on the nature of bullying and its effects. They will be encouraged to report bullying of themselves or others to an adult (or by using the 'Supporting Others Box' situated in the reception area). They will also be encouraged to take an appropriate part in support given to victims, and in strategies to change the behaviour of participants displaying bullying behaviour.

**The Anti-Bullying Lead** will follow-up all allegations and incidents of bullying using the anti-bullying procedures ([see appendix 1](#)). The Anti-Bullying Lead will report to the Safeguarding Committee on a quarterly basis any bullying related incidents. The Anti-Bullying Lead will also check the 'Supporting Others Box' on a weekly basis and follow up the concern appropriately.

**Parents or Carers** will be expected to support the Foundation's anti-bullying policy. They will be encouraged to talk to the participant about bullying and its effects. They will be encouraged to allow participants to talk about problems and concerns freely. They will be expected to report all allegations or incidents of bullying to the Foundation.

**The Designated Safeguarding Officer** will be expected to treat seriously and respond appropriately to parents/carers who feel that a bullying problem remains unresolved.

**The Trustee Lead for Child Protection and Safeguarding** will monitor the implementation of and issues relating to the Anti-Bullying Policy quarterly, within the Safeguarding Committee.

## Appendix 1: Participant anti-bullying procedure

