



Anti Bullying Policy

At a glance

This policy sets a framework for the principles of anti - bullying.

Who this policy applies to

This policy applies to all members of staff who work under a contract of employment with Harry's Rainbow, volunteers and members of the Board.

Policy status

This policy is owned by the Board of Trustees and CEO. It is non-contractual and may be updated or changed by the CEO at any time in conjunction with legislation change. Colleagues are reminded that it is their responsibility to keep up to date with policy changes.

To be read in conjunction with our Rainbow Groups Code of Conduct, and Child Protection policies.

Introduction

Harry's Rainbow is committed to providing a warm, caring and safe environment for all our children, families, young people and young adults who attend the support groups. **Bullying of any kind is unacceptable and will not be tolerated.** We take all incidents of bullying, by parents, visitors, and young people very seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy.

Scope

The aim of this policy is to try and prevent any behaviour deemed as bullying in the first instance, and deal with any unacceptable behaviour promptly. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone.

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- The charity will meet the requirement to have an anti-bullying policy in place in accordance with child protection and safeguarding.
- All staff, trustees and volunteers will know what the policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- A positive, caring, safe ethos will be created within the groups where everyone can express themselves, free from the fear of being bullied.

What is Bullying?

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group (children or adults) towards other people that is repeated over a period of time (remember **STOP** – it happens **Several Times on Purpose**). Bullying is mean and results in worry, fear, pain and distress to the victims.

Bullying can be: (From NSPCC)

- Bullying is when individuals or groups seek to harm, intimidate or coerce someone who is perceived to be vulnerable (Oxford English Dictionary, 2021).
- It can involve people of any age, and can happen anywhere – at home, school or using online platforms and technologies (cyberbullying). This means it can happen at any time.
- Bullying encompasses a range of behaviours which may be combined and may include the behaviours and actions we have set out below.

Verbal abuse: name-calling saying nasty things to or about a child or their family.	Physical abuse: hitting a child pushing a child physical assault.	Emotional abuse: making threats undermining a child excluding a child from a friendship group or activities.
Cyberbullying/online bullying: excluding a child from online games, activities or friendship groups sending threatening, upsetting or abusive messages creating and sharing embarrassing or malicious images or videos 'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games voting for or against someone in an abusive poll setting up hate sites or groups about a particular child creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.		

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Signs and Symptoms

A child may indicate, by different signs or behaviour, that he or she is being bullied.

Adults should be aware of these possible signs and investigate further if a child/young person/young adult:

- is frightened of walking to or from the group
- doesn't want to go on arranged transportation
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts to or runs away
- cries themselves to sleep at night or has nightmares
- feels ill on the day of the group
- has possessions go "missing"
- has unexplained cuts or bruises
- displays emotions that are uncharacteristic
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

What can you do if you are being bullied?

You have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

In the groups we talk about:

- Tell someone you can trust
- Be assertive – stand up to the bully, look at them directly in the eye, tell them to stop and mean it.
- If you are scared, ask a friend to go with you when you tell someone.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it.

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- Don't suffer in silence.
- Don't blame yourself for what is happening.

Procedures for reporting and responding to incidents of bullying.

All staff/volunteers will respond calmly and consistently to all allegations and incidents of bullying. At groups and events, volunteers will report any bullying to the FLO who will report it to the CEO.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Staff/volunteers will make sure the victim(s) is and feels safe.
2. Appropriate advice will be given to help the victim(s).
3. Staff/volunteers will listen and speak to all people involved about the incident separately.
4. The problem will be identified and possible solutions suggested.
5. Staff /volunteers will attempt to adopt a problem solving, restorative justice approach.
6. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
7. Staff/volunteer will reinforce to the bully that their behaviour is unacceptable but will work with the child and their parents to identify any underlying reasons.
8. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
9. If necessary and appropriate, safeguarding procedures will be initiated.

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that staff, volunteers, parents and children have found useful

Act Against Bullying www.actagainstbullying.com	Advisory Centre for Education (ACE) 0300 0115 142 www.ace-ed.org.uk
Anti-bully www.antibully.org.uk	Anti-Bullying Alliance (ABA) www.anti-bullyingalliance.org.uk

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Anti-bullying Network www.antibullying.net	Bullying Online 0808 800 2222 www.bullying.co.uk
Childline 0800 1111 www.childline.org.uk	Kidscape 020 7730 3300 (adults only) www.kidscape.org.uk www.beyondbullying.com
NSPCC 0808 800 5000 www.nspcc.org.uk	

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