

Activity Alliance Anti-bullying Policy



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Contents

We recognise that:.....	3
The purpose of this policy is:	3
We will seek to prevent bullying by:	3
When bullying occurs, we will respond to it by:	4

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We recognise that:

- Bullying is “behaviour, usually repeated over time, that intentionally hurts another individual or group, physically or emotionally”
- One person or a group can bully others;
- Bullying can occur either face to face between individuals or groups or online, using information technology, such as computers, tablets or mobile phones;
- Bullying can include:
 - Verbal teasing or making fun of someone
 - Excluding children from games and conversations
 - Pressurising other children not to be friends with the person who is being bullied;
 - Spreading hurtful rumours or passing round inappropriate photograph/images/drawings;
 - Shouting at or verbally abusing someone’s belongings;
 - Stealing or damaging peoples belongings;
 - Making threats;
 - Forcing someone to do something embarrassing, harmful or dangerous
 - Harassment on basis of race, gender, sexuality or disability
 - Physical or sexual assault (although all sexual incidents and all but very minor physical incidents constitute abuse and must be dealt with in accordance with child protection procedures).
- Bullying causes real distress. It can affect a person’s health and development and, at the extreme, can cause significant harm;
- People are often targeted by bullies because they appear different from others;
- We all have a role to play in preventing bullying and putting a stop to bullying

The purpose of this policy is:

- To prevent bullying from happening in our organisation, as much as possible
- When bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need
- To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

We will seek to prevent bullying by:

- Developing a code of behaviour that sets out the “dos and don’ts” in terms of how everyone at activity alliance is expected to behave, both in face-to-face contact and online
- Holding regular discussions with staff, volunteers, partners, children, young people and families who are involved with activity alliance to ensure that they understand our anti-bullying policy.

These discussions will focus on:

- Everyone has responsibilities to look after one another and uphold the code of conduct
- Practice skills such a 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 the anti-bullying measures are working well

- Following the activity alliance complaints procedure
- Making sure that staff, volunteers, partners, children, young people and families who are involved with activity alliance have clear information about our anti-bullying policy, complaints procedure, code of conducts, behaviour promise and anti-bullying procedures.

When bullying occurs, we will respond to it by:

- Having a clear anti-bullying policy in place;
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying;
- Addressing the issue from the point of view of the person being bullied, the bully, any bystanders and activity alliance as a whole.
- Reviewing the plan developed to address the bullying, in order to ensure that the problem has been resolved;

Avoiding any punishments that make the individuals concerned seem small, or look or feel foolish in front of others.

For more information, please contact info@activityalliance.org.uk or call 01509 227750

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