



## ANIT-BULLYING

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Date of Last Review 10/08/2022

Date of Next Review 10/08/2023

## Anti-Bullying

### Principles and Values

At Beyond Youth Project (BYP) we take bullying and its impact seriously. Members and parents should be assured that known incidents of bullying will be addressed according to Beyond Youth Projects policy. Bullying will not be tolerated. BYP will seek ways to counter the effects of bullying that may occur within or, as it affects our members, the local community. The ethos of Beyond Youth Project promotes high expectations of good behaviour and we will consistently address any behaviour that falls below this.

### What Is Bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. In other words, bullying at Beyond Youth Project is considered to be behaviour which is deliberately unkind to others and is meant to make the recipient(s) feel afraid or uncomfortable with themselves and/or their situation.

Bullying can be short term or continuous over long periods of time.

### Bullying can be:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Due to, or focussing on the issue of, sexuality
Direct or indirect Verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber bullying	All areas of the internet, such as email and internet chat, Twitter, Facebook, misuse of mobile phones: threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities, Ipad, games consoles
Hate Crime	A crime, typically one involving violence, that is motivated by prejudice on the basis of race, religion, sexual orientation, or other grounds
Peer-on-peer abuse	Peer on peer abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age; everyone directly involved in peer on peer abuse is under the age of 18.

## **What we expect**

All members and staff at BYP have a responsibility to ensure Bullying is taken very seriously and will not be tolerated.

### **Staff will**

- Discuss bullying when appropriate
- Be alert to signs of distress that may be caused by bullying
- Always encourage self-respect and the respect of others
- Listen to and members/parents who raise a concern of bullying and act accordingly

### **Members will**

- Refrain and not become involved in any type of bullying
- Report any witnessed or suspected instances of bullying to a member of staff
- If a member is targeted by bullies, have the courage to speak out and not suffer in silence

If a member feels that they are being bullied then they should follow the 'TELL' technique:

- **TALK** to someone
- **EXPECT** that the adults will do something to stop the bullying
- **LOOK** for positives within yourself
- **LEARN** to love yourself

If a member suspects or sees bullying then they should follow the 'CARE' technique:

- **CONTACT** a member of staff
- **ALLOW** adults to deal with the problem without trying to "take the law into your own hands" - You too risk becoming a victim or a bully
- **REASSURE** your friend
- **ENGAGE** in organized group discussion about bullying to help to develop a caring environment

### **Parents/Gaurdians will**

- Report and instances or suspected instances to Beyond Youth Project
- Keep a written record
- Be alert to any signs or evidence that their child is being bullied
- Advised their child not to retaliate in an aggressive manor

**Beyond Youth Project will**

- Deal with any/all instances seriously and promptly
- Interview all involved, record and details
- Use reconciliation strategies
- Support victims with mentoring or other appropriate strategy
- Take further action in the case of repeat offences, which could include police involvement