



Empowering Young People

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# Anti-Bullying Policy

September 2020

## 1.0 POLICY STATEMENT

HYP aims to ensure that all children and young people, staff, trustees, volunteers and visitors feel safe and secure and are free from bullying behaviour by others. HYP is committed to supporting those who feel victimised and to work with them to address the issue. HYP is committed to working with perpetrators of bullying behaviour to support them to understand the impact of their behaviour on themselves and others and to enable them to change accordingly.

HYP reserve the right to amend this policy and the procedures contained within it as it sees fit or apply a different policy as appropriate.

All members of the HYP community should be mindful of our policies. Policies will be accessible from the HYP office and online.

The HYP community includes all staff members, trustees, members of the management committee, young people, parents/carers and visitors.

The HYP team is committed to ensuring that staff have access to regular and appropriate training to support the health & welfare of the children, young people and their colleagues.

This policy is to be read alongside the behaviour management procedure and the HYP code of conduct.

## 1.1 OUR COMMITMENT

- Promote a culture of tolerance towards diversity and challenge behaviours and comments that potentially cause harm to others.





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- Ensure all children and young people, staff, volunteers and trustees are committed to the aims and mission of the organisation and are vigilant to the possible indications that a person is a victim of bullying.
- Ensure all children, young people, staff, volunteers and trustees are informed about, and understand to an appropriate level, HYP's confidentiality policy, whistle blowing policy and complaints procedures.
- Ensure that all members of the HYP community have the confidence to report incidences of bullying and have the knowledge about the systems in place to do this.
- Provide on-going preventative education to children and young people to enable them to build emotional resilience and determination and to lessen the impact of harm caused through bullying behaviours.
- Support and educate children and young people to protect themselves from online risks, to know how to access further support and how to report incidents that happen online.
- Support children and young people to access specialist services to meet their identified needs.

### 1.2 DEFINITION OF BULLYING

Bullying is a form of aggressive behaviour which is usually hurtful and deliberate and can be persistent. Underlying most bullying behaviour is an abuse of power and a desire to dominate through intimidation. The repeated nature of incidences of bullying have a cumulative impact on the victim and can lead to serious implications.

### 1.3 FORMS OF BULLYING

Bullying can take many forms and include:

**Physical bullying** – hitting, stealing/damaging belongings

**Verbal bullying**– insults, repeated teasing, name calling, racist, sexist or homophobic comments.



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**Indirect bullying** – deliberately excluding people from social groups, spreading rumours.

**Online bullying** – use of technology (e.g. text/sexts, phone calls, instant messaging, email, social networks) to repeatedly make threatening, abusive, embarrassing or intimidating comments or to use multi-media (film, photos) to the same affect.

### 1.4 REPORTING INCIDENTS OF BULLYING

HYP will ensure that all reports of bullying are dealt with efficiently, effectively and in a manner that meets the needs of the individual. All incidents will be recorded in an incident report and stored securely. In incidences where staff, volunteers or trustees feel that they are being bullied the harassment procedure will be followed. Where it is a child or young person who feels bullied by another child or young person, they will be encouraged to speak to a trusted member of staff and/or the programme co-ordinator/manager in a confidential space. The incident will be discussed with the perpetrator and a strategy for a change in behaviour will be agreed. In extreme situations, where the perpetrator continues to demonstrate bullying behaviour despite ongoing interventions from HYP staff, they could have their service revoked.







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The Elmgrant Trust