



ANTI-BULLYING POLICY

The legal context for this policy and procedure is:

- The children act 1989 and 2004
- The protection from harassment act 1997
- The human rights act 2000
- The equality act 2010
- Government guidance: Working Together to Safeguard Children 2015
- Government guidance on bullying 2015

It should be read alongside our policies and procedures on:

- Dealing with disclosures and concerns about a child or young person
- Managing allegations against staff and volunteers
- Recording and information sharing
- Code of conduct for staff and volunteers
- Safer recruitment
- e-safety
- complaints
- equality and diversity

we recognise that:

- there is no legal definition of bullying. However, it's usually defined as behaviour that is:
 - repeated
 - intended to hurt someone either physically or emotionally
 - often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation (<https://www.gov.uk/bullying-at-school/bullying-a-definition>)
- 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 or mobiles devices;

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 photographs/images/drawings;
- Shouting at or verbally abusing someone;
- Stealing or damaging someone's belongings;
- Making threats;
- Forcing someone to do something embarrassing, harmful or dangerous;
- Harassment on the 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:

1. Developing a code of conduct that sets out the dos and don'ts in terms of how everyone involved in IGA is expected to behave, both face to face contact and online
2. Developing a new members' welcome policy that will help IGA to attract members from diverse groups;
3. Developing a plan that describes how we welcome new members and help them to settle in;
4. Holding regular discussions with staff, volunteers, children, young people and families who use IGA to ensure that they understand our anti-bullying policy. These discussions will focus on:
 - a. Group members; responsibilities to look after one another and uphold the behaviour code;
 - b. Practising skills such as listening to each other;
 - c. Respecting the fact that we are all different;
 - d. Making sure that no one is without friends;
 - e. Dealing with problems in a positive way;
 - f. Checking that the anti-bullying measures are working well.
5. Developing a complaints policy and procedure;
6. Making sure that staff, volunteers, children and young people and parents are carers have clear information about our anti-bullying policy, complaints procedure, code of conduct and anti-bullying procedure.

When bullying occurs, we will respond to it by:

1. Having a clear anti-bullying procedure in place;
2. Providing support and training for all staff and volunteers on dealing with all forms of bullying including racial, sexist, homophobic and sexual bullying;
3. Addressing the issue from the point of the view of the person being bullied, the bully, any bystanders and IGA as a whole;
4. Reviewing the plan developed to address the bullying, in order to ensure that the problem has been resolved;
5. Avoiding any punishments that make the individuals concerned seem small or look or feel foolish in front of others.

Monitoring and review

Malcom Bridges is responsible for monitoring the effectiveness of this policy.
This policy will be reviewed every two years. The next review is due April 2023