



**ANGEL COMMUNITY CANAL
BOAT TRUST**

ANTI-BULLYING POLICY

MARCH 2015

The Individual

Respect every child/young person/adult's need for, and rights to, an environment where, safety, security, praise, recognition and opportunity for taking responsibility are available.

Respect every individual's feelings and views.

Recognise that everyone is important and that our differences make each of us special.

Show appreciation of others by acknowledging individual qualities, contributions and progress.

Ensure safety by having rules and practices carefully explained and displayed for all to see.

Bullying.

Bullying will not be accepted or condoned. All forms of bullying will be addressed.

Bullying can include:-

- ~ Physical pushing, kicking, hitting, pinching etc.
- ~ Name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring of individuals.
- ~ Sectarian/racial taunts, graffiti, gestures.
- ~ Sexual comments and/or suggestions.
- ~ Unwanted physical contact.

Children/young people/ adults from ethnic minorities, disabled children/young people/adults, who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.

Everybody has the responsibility to work together to stop bullying – the employee, the volunteer, the parent/guardian, the child/young person/adult.

Commitment to early identification of bullying and prompt, collective action to deal with it.

Policy and practice should be review regularly in the light of changing needs and changes adopted by other agencies.

Volunteers should have access to appropriately trained staff for support when dealing with bullying.

Support to the child/young person/adult.

Children/young people/adults should know who will listen to and support them.

Any advice and assistance should be given by an experienced person.

Children/young people/adults should have access to Helpline numbers.

Children/young people/adults should be told what is being recorded, in what context and why.

Systems should be established to open the door to children/young people/adults wishing to talk about bullying or any other issue that affects them. Barriers need to be broken down to enable children/young people/adults to approach an appropriate person.

Anyone who reports an incident of bullying will be listened to carefully and be supported, whether it is the child/young person/adult being bullied or the child/young person/adult who is bullying.

Any reported incident of bullying will be investigated objectively and will involve listening carefully to all of those involved.

Children/young people/adults being bullied will be supported and assistance given to uphold their right to play, live and work in a safe environment which allows their healthy development.

Those who bully will be supported and encouraged to stop bullying.

Sanctions involving long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, should be avoided.

Support to the parents/guardians/individuals.

Parents/guardians/individuals should be advised on policies and procedures in relation to bullying.

Any incident of bullying will be discussed with the child/young person's parents/guardians.

Parental/guardian advice on action will be sought and agreements made as to what action should be taken.

Advice on coping and bullying should be given.

Support should be offered to parents/guardians/individuals including information on other agencies or support lines.

Useful contacts:-

Childline – 0800 1111 www.childline.org.uk

NSPCC Helpline – 0808 800 5000

www.there4me.com (an online advice service for young people)

Kidscape – 0207 730 3300 www.kidscape.org.uk

Parentline Plus www.parentlineplus.org.uk