

CYL BULLYING POLICY

We accept that some bullying may take place and need to have a clearly thought out policy for preventing it where ever possible, and for dealing with it if it does occur, CYL is committed to values of tolerance and respect for others and opposes all forms of bullying. All elements of CYL Young people full and part time staff, and the management team - have an important part to play in fostering an atmosphere where bullying is discouraged and each individual feels cared for and valued, and also in ensuring that where bullying does come to light it is dealt with speedily and effectively. We are committed to providing a caring, friendly and safe environment for all of our members so they can participate in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our centres. If bullying does occur, any young person should be able to approach any staff member and know that incidents will be dealt with promptly and effectively.

What Is Bullying?

- Bullying is deliberately hurtful behaviour.
- It is repeated often over a period of time.
- It is difficult for those being bullied to defend themselves.

Bullying is any persistent behaviour by an individual or group which intimidates/ threatens or has a harmful and distressing impact on another individual or group. Bullying behaviour may be any of the following:

Verbal - as in name calling or making personal comments

Social - ostracised or left out of peer group activities

Material - when possessions are stolen or damaged or extortion takes place

Emotional - including pressure to conform

Physical / Sexual - As in harassment, aggression, stereo typing or any presumptions that maybe taken as offensive

Cyber - All areas of internet, such as e-mail & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Young people who are bullying need to learn different ways of behaving.

Centre's have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All levels of staff, and the young people attending CYL should have an understanding of what bullying is.
- All levels of staff should be aware of what CYL policy is on bullying, and follow it when bullying is reported.
- All young people and their guardians / parents should know what CYL policy is on bullying, and what they should do if bullying arises.
- As a service we take bullying seriously. Young people and their guardians/parents should be assured that they will be supported when bullying is reported.

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a Service ethos in which bullying is regarded as unacceptable. We aim, as a Service, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

- This policy aims to produce a consistent borough wide response to any bullying incidents that may occur.
- We aim to make all those connected with the service aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying within the service.
- Bullying of any description will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a young person:

- Is frightened of walking to or from CYL
- Changes their usual routine
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Comes home with clothes torn
- Has possessions which are damaged or " go missing"
- Asks for money or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Community Youth London aims to create a positive participative environment for children.

We aim to:

- Ensure that all staff create a child centered environment.
- Create a Children's Code of Conduct to be developed by the young people for the young people.
- Develop positive relationships with all children who use our facilities and services. Staff will place emphasis on the social values of participation, sharing, helping and encouraging.
- Establish clear ground rules/boundaries at the beginning of any session.
- Ensure that all staff receive appropriate training on relevant issues including behaviour management, child protection, the importance of play, coach education and bullying awareness.
- Endeavour to develop exciting, stimulating activities involving children wherever possible in the planning of their programme.
- Work towards continuously improving our children's services, exploring new techniques and ideas from the planning stages through to evaluation.

Community Youth London staff will be vigilant and observant at all times. If they witness bullying incidents they will respond by following the procedures below:

- A. Member of staff observes unacceptable behaviour or another child/children raises a concern.
- B. Listen and take the concern seriously.
- C. Speak to child/children involved. Establish facts of both sides of the story. Remind them of the ground rules.
- D. Intervene to resolve conflict/distress between the bully and the child at risk, explain the consequences of their actions and if necessary apply one of the following:
 - Request an apology
 - Encourage time out
 - Break up group dynamics
 - Request a change in behaviour
- E. Raise the Staff Team's awareness of incident.
- F. Inform Session Leader and the Manager where appropriate.

Community Youth London is committed to taking positive steps to eliminate bullying incidents within any of our facilities or services. We will encourage all children attending our activities to behave according to agreed ground rules which will provide a framework of acceptable behaviour.

The ground rules are as follows:

1. We will not tolerate bullying or harassment of any kind.
2. We will be accepting of others regardless of age, race, religion, culture or disabilities.
3. We will not ignore a young person who is being bullied, we will try to stop it or go for help.
4. We will use 'time out' if we feel angry or under pressure, or just need time to calm down.
5. We will be respectable to others, even if they are not known to us and we will make all new young people at our centres feel welcome.
6. We will not join in fights or disturbances but will immediately report them to a member of staff.
7. We will accept the need for a quiet area for those who wish to opt out of programmed activities.
8. We will not judge others on the way they speak, their social behaviour, appearance or their ability.
9. We will report any bullying incident to a member of staff immediately.
10. We will try to remember that everyone matters, including ourselves.

Sanctions

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, suspension of membership or even exclusion from the centre will be considered.
- If possible, the young people will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.