

## **Eaton Vale Scout and Guide Activity Centre**

### **Anti-Bullying Policy**

#### ***Holiday Club Specific***



#### **Statement of Intent**

We are committed to providing a caring, friendly and safe environment for all the young people in our care. Bullying of any kind is unacceptable at our centre. If bullying does occur, all young people should know that any incident will be dealt with promptly and effectively. We are a TELLING centre. This means that anyone who knows that bullying is happening is expected to tell staff. Bullying will not be tolerated.

#### **What is Bullying?**

Bullying is the use of aggression with the intention of hurting another person.

Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting (e.g. hiding possessions or threatening gestures)
- Physical – pushing, kicking, hitting, punching or any use of violence, racial taunts, graffiti or Racist – racial taunts or gestures.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic – because of or focusing on the issue of sexuality.
- Verbal – name-calling, sarcasm, spreading rumours, teasing.
- Cyber – all areas of internet, such as emails & internet chat rooms misuse. Mobile phone text messaging & calls. Misuse of camera phones & 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. The Centre has a responsibility to respond promptly and effectively to issues of bullying.

#### **Signs and Symptoms**

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

- does not want to come to the Centre
- becomes withdrawn, anxious or lacking in confidence
- attempts or threatens to self-harm or run away
- feels ill in the morning
- comes to the Centre with torn clothes or damaged possessions
- has possessions which are damaged or go 'missing'
- has unexplained cuts or bruises
- is bullying other young people or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above

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

### **Procedures**

1. Report bullying incidents to staff who should record in an incident log.
2. In cases of serious bullying, the incidents will be recorded by staff and discussed with the Eaton Vale Scout and Guide Activity Centre Manager
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or bullying threats must be investigated and be stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.

### **Outcomes**

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