

Gilberdyke Youth Project Anti-Bullying Policy and Procedure

Gilberdyke Youth Project is committed to providing a caring, supportive and friendly environment where young people learn to value and respect each other and are challenged to reach their full potential through active participation.

Gilberdyke Youth Project also:

- Respects every child's need for, and rights to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- Respects every individual's feelings and views
- Recognises that everyone is important and that our differences make each of us unique
- Shows appreciation of others by acknowledging individual qualities, contributions and progress

Policy

Accordingly, Gilberdyke Youth Project has adopted a policy to prevent and combat bullying.

Bullying can include:

- physical pushing, kicking, hitting, pinching or any other unwanted physical contact
- name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring or exclusion of individuals
- racial, sectarian or homophobic taunts, comments, graffiti and gestures
- sexual comments and/or suggestions
- threatening or unpleasant emails, text messages or posts on social networking sites

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

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

Everybody, young people, parent(s)/guardian(s)/carer(s) and youth workers, have a shared responsibility to implement this policy and to work together to stop bullying.

Anyone who reports an incident of bullying will be listened to carefully and told what will be done with the information.

Young people will be told what is being recorded, in what context and why.

Young people being bullied will be supported and assistance will be given to uphold their right to a safe youth club environment which allows their healthy development.

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

Procedure

1. Any reported incidents or suspicions of bullying should be reported to any of our Youth Project workers.
2. The Youth Project Lead will investigate the complaint objectively and will listen carefully to all those involved. Where possible, the parties will be brought together to see if the issue can be resolved with a genuine apology.
3. If appropriate, the parent(s)/guardian(s)/carer(s) of those involved will be informed and asked to meet with the Youth Project Lead to discuss the situation.
4. If the issue is not resolved the Youth Project Lead will issue bully warnings to the perpetrator. This will be recorded and the perpetrator's parent(s)/guardian(s)/carer(s) will be informed.
5. If bullying continues the perpetrator will be barred from attending sessions.