Policy for Anti-Bullying

Prepared by KC

Ratified 2022/04

Renewal 2024/04

Ratified 04-2022-via email- ratified.

Signed

Renewal date 2024

**Bullying**

* **All forms of bullying will be acted upon.**
* **Everyone in Shoutout has a responsibility to work together to STOP bullying**
* **Bullying behaviour can include-**

**Physical (kicking, hitting, pinching) and any other physical pressure.**

**Name calling, rumour spreading, persistent teasing and taunting, humiliation of peers and ignoring of peers.**

**Inappropriate use of social needs including bad languages or abusive language, inappropriate videos or images.**

**ANY racial, homophobic, transphobic, or sexual comments, taunts and gestures**

**Use of Sexual comments, suggestions or behaviour.**

**Unwanted physical contact.**

**Our Organisation will:-**

* **Recognise its duty of care and responsibility to safeguard all members, visitors and volunteers from harm.**
* **Promote and implement this anti bully policy and it charter (alongside our Safeguarding, Social media and Disruptive behaviour policy)**
* **Ensure bullying behaviour is not tolerated or condoned.**
* **Require all to sign up to our policies and charter on behaviour**
* **Take appropriate action to fully investigate and respond to bullying allegation and or actions.**
* **Encourage all to understand our Charter**
* **Carry out training and updates for Trustees and volunteers in relation to any new guidance.**

**Members and Volunteers will:**

* **Encourage individuals to speak out about bullying**
* **Respect the right to have a secure and safe place, praise and encourage and recognise the opportunity to take responsibility where appropriate.**
* **Respect the feelings and views of all involved in the organisation**
* **Recognise that everyone is important and equal and that our differences make each of us special and worthy of being valued**
* **Show appreciation of other by acknowledging individual qualities, contributions and progress**
* **Ensure safety by have rules and practices carefully explained and clearly displayed for all to view.**
* **Report incidents of bullying behaviour they see- please ensure you do doing nothing is condoning the behaviour.**

**Supporting Members**

* **Listen. And support**
* **Allow the open door policy to be adhered to, open speech about bullying**
* **Remove any barriers to reporting**
* **Give clear guidance of external help**
* **Respond quickly, quietly but effectively to support**
* **If there is a member who displays bulling explain, support and encourage change of behaviour**
* **Make sure any sanctions are proportionally fair.**

**Support Parents- guardians and carers**

* **Ensure they understand our guidance**
* **Discuss and issues if member agrees**
* **Supply suitable information**
* **Offer support for them and information**

**Safeguarding officers K Coe R Coe**

**Support externally**

**Anti Bullying alliance** [**www.antibullingalliance.org**](http://www.antibullingalliance.org)