



Guidance on Anti-Bullying

We recognise the devastating effects and long-term damage that bullying can have on children/adults at risk and we hope to create safe 'bullying-free' environments for all.

What is bullying?

- Bullying is intentional, repeated and aggressive physical, verbal or psychological behaviour directed by an individual or group against others;
- Bullying can occur at any age, in any environment, and can be long or short term;
- Anyone can be a victim of bullying;
- Bullying can be perpetrated by adults towards children/adults at risk, as well as children/adults at risk towards their peer group;
- Isolated incidents of aggressive behaviour, which should not be condoned, cannot be described as bullying. However, when the behaviour is systematic and ongoing it is bullying;
- Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional/psychological: tormenting, excluding, extorting, intimidating, etc.
- Physical: pushing, kicking, hitting, punching, intimidating, damaging/stealing property, or any use of violence, etc.;
- Racist: racial taunts, i.e. insults about colour, nationality, social class, religious beliefs, ethnic background, or use of graffiti or gestures;
- Sexual: unwanted physical harassment or contact, or sexually abusive comments. This may constitute actual sexual abuse, which should be reported;
- Homophobic: taunting a person of a different sexual orientation;
- Verbal: name-calling, sarcasm, spreading rumours, teasing, etc.;
- Cyber: misuse/abuse of email, mobile phones, internet chat rooms, social media, text messaging, or camera and video facilities;
- Subtle: such as an unwelcome expression or gesture that is repeated and focused on an individual;
- Perpetrated by adults: this can include adults who are not related to the child. When perpetrated by adults, rather than children, bullying behaviour could be regarded as physical or emotional abuse. However, other major forms of abuse – such as neglect and sexual abuse – are not normally comprehended by the term 'bullying'.

Prevention

To help prevent bullying, the following strategies are suggested:

- Engage everyone in discussions about what bullying is and why it cannot be tolerated;
- Encourage everyone to take responsibility and report any incidents of bullying to their leader/person in charge;
- Review this bullying guidance with all involved in our activities including parents/guardians/carers
- Seek to promote positive attitudes of social responsibility, tolerance and understanding among all personnel.

Procedures to deal with bullying

- All incidents of bullying should be brought to the attention of the leader/person in charge;
- All incidents will be recorded on incident report forms and kept on file;
- Leaders should report to and seek guidance/support from the community/Region leader



Standard 1: Creating and Maintaining Safe Environments

- Parents/Guardians/Carers should be informed of any incidents of bullying, and should meet with the leader/ person in charge to discuss the problem. A record should also be kept;
- The bullying behaviour or threats of bullying must be investigated and the bullying quickly stopped;
- Both the victim and bully should be supported and helped throughout the process;
- If necessary and appropriate, the Police should be consulted.