



ANTI-BULLYING POLICY

Statement of Intent

Triple C (Liverpool), hereafter referred to as Triple C are committed to providing a caring, friendly and safe environment for all children and young people who come into our care. Bullying of any kind is unacceptable at any of the activities run by Triple C or the three associated churches (The Good Shepherd, St Christophers and Christ Church). If bullying does occur, all children and young people should feel able to tell a member of staff or lead volunteer and know that incidents will be dealt with promptly and effectively. We are a *TELLING* community. This means that *anyone* who knows that bullying is happening is expected to tell a member of staff.

What Is Bullying? As defined by the "Anti-Bullying Alliance" (ABA)

"Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or online."

Examples of bullying behaviour can be found below, under **What Constitutes Bullying Behaviour**.

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. A child who displays bullying behaviour should be given the opportunity to learn different ways of behaving. Triple C have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All trustees, workers and volunteers who work with children and their parents should have an understanding of what bullying is.
- All trustees, workers and volunteers who work with children should know what our policy is on bullying, and follow it when bullying is reported.
- All children and parents should know what our policy is on bullying, and what they should do if bullying arises.
- As a charity we take bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

What Constitutes Bullying Behaviour

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling, mocking, taunting
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion, spreading rumours
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals

Why Are Young People Bullied?

Children and young people are most commonly bullied because of a real or perceived 'difference'. This difference can be anything, but bullying can often be:

- Racist bullying based on ethnicity, skin colour, language, religious or cultural practices.

- Homophobic bullying based on sexuality or gender identity.
- Disablist the bullying of children who have special educational needs and disabilities.
- Sexual unwelcome sexual advances, remarks that are intended to cause offence, humiliation or Intimidation.
- Discriminative bullying based on any perceived weakness such as children in foster care or care home, young carers, those with disabled siblings or parents, single parent families, low economic backgrounds ...

The Effects of Bullying

The effects of bullying are severe, children's mental and physical health can be affected by bullying and can often continue long into adulthood. Those working with children and young people have a duty to prevent it, and take incidents seriously if they occur. When left unaccounted for, bullying doesn't just have a negative impact on the target, but everyone who is exposed to the environment in which it occurs.

Children who are bullied are more likely to:

- have low self-esteem
- develop depression or anxiety
- become socially withdrawn from groups and activities, isolated and lonely.
- Have lower academic achievements due to avoiding or becoming disengaged with school.
- Be unable to form trusting, healthy relationships with friends or partners in the future.

Children who frequently bully are more likely to:

- drop out of, or be expelled from school.
- engage in criminal behaviour
- develop depression or anxiety
- be abusive towards their sexual partners, spouses or children as adults.

Children who witness bullying are more likely to:

- feel powerless.
- live in fear and guilt.

The Signs of Bullying

Children do not always ask directly for help or discuss their concerns openly. When bullying is involved, they may feel at fault or anticipate that there will be negative repercussions to telling an adult. Changes in a child's behaviour and body language cannot tell you for certain that bullying is happening. However, the following signs can certainly indicate that something is likely to be wrong.

- unexplained injuries.
- lost or broken possessions.
- low self-esteem.
- a loss of friends.
- changes in attitude: becoming aggressive, irritable, unreasonable or anxious.
- difficulty sleeping, nightmares or bed wetting.
- truanting or feigning sickness.
- declining grades and a lack of interest in school.
- self-destructive behaviour such as running away, self-harm or talking about suicide.
- refusal to talk about what is wrong, or give improbable explanation to 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 (anybody can report) bullying incidents to the staff member or lead volunteer responsible for the group or activity.
2. In cases of serious bullying, the incidents will be recorded by staff in a file kept by the Children and Families Support Worker (CFSW).

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 and/or other services will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. Reasonable attempts will be made to help the bully (bullies) change their behaviour.

Outcomes

1. The bully (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 children 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.

Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a group
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters

HELP ORGANISATIONS:

Bully Busters	https://www.bullybusters.org.uk/	0800 169 6928	
Children's Legal Centre		0300 330 5480	
Childline	https://www.childline.org.uk/	0800 1111	(open 24 hours every day) <i>Counselling service for children and young people under 19</i>
Family Lives/Parentline Plus	https://www.familylives.org.uk/	0808 800 2222	open 7am-midnight every day <i>Information, advice, guidance and support on any aspect of parenting and family life, including bullying</i>
Get Connected		0808 808 4994	(open 1-11pm every day)

			<i>Free confidential help for young people under 25</i>
Youth Access		020 8772 9900	
Bullying Online	www.bullying.co.uk		
Anti-bullying Alliance	https://www.anti-bullyingalliance.org.uk/		

Policy based on one produced by Kidscape 2014 Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.