

Anti - Bullying Policy

Enfield Carers Centre EyPIC Project

EyPIC 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.

Bullying is defined as behaviour, which is:

- Deliberately hurtful to others (physical, mental or through exclusion).
- Repeated over time.
- Difficult for those being bullied to defend themselves against such attacks.
- This includes racist, cultural, sexist and homophobic bullying, bullying on the basis of being lesbian, gay, bisexual or transgender, and cyber-bullying e.g. via mobile phones, text messaging, websites, photographs and e-mail, or disability discrimination.
- Because they are adopted or a Carer.
- Frightening someone into doing something they do not want to do.
- Invading someone's personal space to make him/her feel uncomfortable or unhappy.
- Taking or damaging someone's property.
- Spreading rumours about someone.
- Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Cyber Bullying Cyber bullying is perpetrated via a technological medium, e.g. using social media. It can be an extension of 'face-to-face' bullying, with technology providing the bully with another route to harass their target.

However, it differs in several ways from other kinds of bullying because of the invasion of home and personal space and the size of the audience, and that it can take place at any time of the day. It takes different forms:

- threats and intimidation

- harassment
- cyber stalking, e.g. repeatedly sending unwanted texts, defamation
- exclusion or peer rejection
- impersonation
- circulation of private information or images Research into cyber bullying indicates that it is a feature of many young people's lives.

EyPIC 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 special.
- Shows appreciation of others by acknowledging individual qualities, contributions and progress.

EyPIC therefore has the following policy on bullying:

- Everybody has the responsibility to implement this policy and to work together to stop bullying - young people, parents and youth workers.
- 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.
- A child concern form will be completed by the staff member reporting the incident.
- Young people being bullied will be supported and assistance 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.
- Any evidence of online bullying during an activity needs to be flagged immediately in the private chat to the staff member leading the activity.
- All parents and children to be made aware of ECC's Online Behaviour Agreement.
- This policy will be clearly displayed on ECC's website alongside the Anti Bullying Policy Statement, The Child and Adult Safeguarding Statement and the Online Behaviour Agreement .

Procedures

- Any reported incidents or suspicions of bullying should be reported to the DSO
- The DSO 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.
- If appropriate, parents of those involved will be informed and asked to meet with the DSO to discuss the situation.
- If the issue is not resolved the youth club manager will bring together a small panel (Board member, Chairman, senior youth worker) to meet with the parties both together and separately to try and resolve the issue.
- If a satisfactory solution cannot be reached, the small panel will decide on the course of action to be taken.

Updated March 2021

Date ratified by the Board

Review Date: