



Worcestershire Youth Support
**ANTI-BULLYING
POLICY**

A Young Person Version of the Worcestershire County Council Policy

“The emotional distress caused by bullying in whatever form – be it racial, or as a result of a child’s appearance, behaviour or special educational needs, or related to sexual orientation – can prejudice school achievement, lead to lateness or truancy, and in extreme cases, end with suicide ... Low report rates should not themselves be taken as proof that bullying is not occurring.”

(Department for Education and Employment, 1999)

“Nearly everyone is bullied at some time in their lives, by brothers, sisters, neighbours, by adults or other children. If you are being bullied you may feel scared, vulnerable and quite alone, but you owe it to yourself to try and sort out the situation so that the bullying stops”.

”Remember, no-one deserves to be bullied”

(Kidscape, www.kidscape.org.uk)

The information in this Policy is taken from the full Worcestershire County Council Anti- Bullying Policy, if you would like to see it you can go to www.worcestershire.gov.uk

Young people have a right to be protected against bullying, and this policy will help to raise awareness and reduce bullying, young people from Worcestershire Youth Cabinet have edited the full policy as they felt this would benefit young people across Worcestershire.

WORCESTERSHIRE ANTI-BULLYING POLICY

The aims of this policy are:

- To raise awareness of the nature and the impact of bullying.
- To promote a consistent approach towards identifying, challenging and responding to bullying
- To encourage all settings to promote a culture of openness to enable the existence of bullying to be acknowledged
- To promote the understanding that the management of bullying is the responsibility of us all
- To listen to children and young people and to take seriously what they tell us about bullying
- To ensure children and young people are aware that any concerns they have about bullying will be dealt with sensitively and effectively

Introduction

Many research studies show that young people spend more time being affected by bullying than many other significant life events.

All children whatever their race, gender, beliefs, physical and intellectual abilities have the right to develop in an environment free from harm. They should be respected for what they are, and have the right to personal dignity.

Bullying occurs everywhere. If settings (e.g. Schools, Children's homes) do not have policies that are regularly reviewed and implemented to challenge bullying then a significant number of children and young people remain vulnerable

An environment which protects children / young people from bullying is one in which:

- Everyone feels cared for and valued for what they can bring to the whole community.
- Everyone is vigilant to the possibilities of bullying.

What does Bullying mean?

“Bullying can be described as the systematic use of power, to deliberately or repeatedly harm others.

Bullying can take various forms i.e. emotional, physical, online, mobile phone messaging, racist, sexual, homophobic, and verbal.”

Bullying is an abuse of power –, a more powerful person or group will be causing harm on purpose, physically, emotionally or psychologically, to a less powerful person or group. It is generally agreed that a **single** incident of verbal or physical aggression is not necessarily considered to be bullying (**but you should still talk to someone**)

Bullying can include one or more of the following:

- Being hit, kicked, pinched, spat at or threatened
- Being called names
- Making a fool of someone
- Teasing or sending nasty notes
- Spreading rumours and malicious gossip about someone
- Deliberately destroying another person's property
- Repeatedly excluding a child or young person by not talking to them, or not letting them join in

- Malicious Texting, emailing etc.
- Hurtful remarks about people's sexual orientation

BUT it is not bullying when two children / young people of approximately the same age and strength have the occasional fight or quarrel.

It is important when defining bullying to consider the implications on the whole community. Remember **all** members of the community, adults and children / young people, can be subject to being bullied and being bullies.

Being a Bully and Being a Victim

- **Who is likely to be bullied?**

Young people who “stand out from the crowd”, socially, culturally, physically – Typical victims may be taller or shorter than average, have very high or very low ability, have a speech impediment or different accent etc.

- **Who is likely to bully?**

Characteristically bullies are bigger and stronger than their peers, may be older than their victims, are impulsive, and have a need to dominate others and control social situations. They are often anti-social in school and the community, and are generally aggressive with peers and adults, including parents.

- **The Bully tends to have the following characteristics:**
 - Appears to be confident
 - Assertive
 - Physically strong
 - Reasonably popular

Remember the bully isn't necessarily a bully all of the time. Their behaviour towards others may be a reflection of a difficult episode at home.

- **Victims of bullying** can both bully others and are bullied themselves. The bully can sometimes push the victim into joining in another bullying episode, often as part of a gang, or the victim feels such anger and frustration that they in turn pick on someone else they perceive to be weaker.

- **Why have an Anti-Bullying Policy?**

There is a legal duty to have an anti-bullying policy and to safeguard children / young people in schools, in children's homes and foster homes. You should have access to the policy. If you don't know what the policy is, make sure you ask!

- **When Bullying has happened**

Incidents of bullying will occur sometimes, even in the most pro-active and vigilant of settings and may be reported by the victim or someone else. There are varying views about the most appropriate ways of responding to bullies and victims. Some settings prefer to focus on ensuring the bully is punished, e.g. possibly excluded from school – others are more likely to offer pastoral involvement. Good practice should aim to make the bully consider the effects and consequences of their actions, both for themselves and the victim, helping them to engage in more constructive social relationships.

What I need when I have been harmed:

- Someone to listen.
- Space to think about the event and to calm down.
- A chance to ask 'Why me?' 'What did I do to deserve it?'
- If external agencies are involved or formal investigation is being undertaken, I need to be kept informed of progress.
- I want the person who has caused the harm to understand and acknowledge the effect of their actions on me and anyone else affected.
- A sincere, spontaneous apology.
- If possible, for things to be put right.
- Reassurance that it won't happen again.
- A sense of justice.
- A sense of being able to put it behind me and of feeling more in control of my life.

What I need when I have caused harm to another person:

- Time to think.
- For someone to listen to my story.
- To be able to explain to myself and the other person why I did what I did.
- A chance to apologise.
- To be able to put things right.
- Reassurance that the matter is finished and that I can move on.

- All people should be treated with respect.
- Feelings, needs and rights should be considered.
- The importance of communication is recognised.
- There is a willingness to listen to another's viewpoint or perspective.
- The focus is on solving problems.
- All those affected by an incident are involved in a decision about the way forward.
- As far as possible, the physical and emotional harm is repaired.

Support for Victims and Bullies

If you would rather talk not talk to someone at home or at school etc there are lots of help lines, many of them are FREE. There are also some fantastic websites you can have a look at. We have listed some of them for you:

Youthline: 0800 096 1425

Free (apart from mobiles) confidential helpline for young people, the number will not show up on your parents phone bill.

Mon – Thursday 4pm – 10pm

Friday 4pm-7pm

www.youthcomm.org.uk

BBC website 'Bullying' has links to other sources of help and information and interactive sites for children.

www.bbc.co.uk/schools/bullying

Bully Online

<http://www.successunlimited.co.uk>.

Childline

Freepost 1111

London

N1 OBR

Freephone: 0800 1111

If you're a young bully and you want to talk to someone about your behaviour then it may be worth speaking to someone at Childline. 24-hour help-line for children and young people in danger or distress or with any problem.

Children's Legal Centre

Telephone: 01206 873 820 (10am-noon 2-5pm Mon-Fri)

www.childrenslegalcentre.com

For legal advice on the bullying of children.

Kidscape

www.kidscape.org.uk/info/helpline

Advice line for parents and children

National Child Protection Helpline (NSPCC)

Free phone: 0800 800 500

A 24-hour helpline for anyone concerned about a child at risk of abuse (including bullying), including children themselves.

Open Door Youth Counselling

48a Bristol Road South
Selly Oak
Birmingham
B29 6BD

Telephone: 0121 472 2071

Offers free short and long term counselling to people under the age of 26 on a range of issues including: relationships, anxiety or depression, bereavement, abuse, self-confidence and other topics.

The Samaritans

P O Box 90
Slough
SL1 1UU

Telephone: 0845 790 9090
E-mail: jo@samaritans.org
<http://www.samaritans.org.uk>

Teenage Counselling

Droitwich Under 25's Support
Telephone: 01905 772700

Evesham Under 25's Support
Telephone: 01386 443 143

Victim Support

C/o The Court House
Grove Street
Redditch

Telephone: 0845 3030 900 Victim Support Line

Free confidential support for victims of crime including violence, rape and sexual assault and criminal damage.

Mobile phone / Text Message Bullying

Contact the phone company – it should be possible to bar calls from the offending phone.

I AM BEING BULLIED.....

Type of Bullying:

(Please tick boxes)

Physical (e.g. hitting, punching)	<input type="checkbox"/>	Leaving me out on purpose	<input type="checkbox"/>
Verbal abuse (e.g. name calling)	<input type="checkbox"/>	Cultural	<input type="checkbox"/>
Spreading rumours	<input type="checkbox"/>	Homophobic	<input type="checkbox"/>
Racial	<input type="checkbox"/>	Texting/Email	<input type="checkbox"/>
Not respecting my Personal Belongings	<input type="checkbox"/>	Being forced to do something you don't want to	<input type="checkbox"/>

This is happening:

Now and then	<input type="checkbox"/>
Every week	<input type="checkbox"/>
Every Day	<input type="checkbox"/>

How long has this been going on for?

Where is this happening? (E.g. School, Youth Centre)

Which area of the setting is this happening? (e.g. toilets, hall, kitchen)

What time of day is this taking place?

Have you reported this incident before?

We want to help.....

If you fill in the details below we can come and talk to you (in private)

Name:

Age:

Gender :

Today's Date:

Who would you most like to talk to about this?
(Name of teacher, youth worker etc)

How is the best way to contact you? (Leave contact details if you want)