



Anti-Bullying Policy

Anti-Bullying Jan 22

1. At Laburnum Boat Club we recognise that:

- 1.1.** Bullying is “behavior, usually repeated over time, that intentionally hurts another individual or group, physically or emotionally”
- 1.2.** one person or a group can bully others.
- 1.3.** bullying can occur either face to face between individuals or groups or online, using information technology, such as computers or mobile phones.
- 1.4.** bullying can include:
 - verbal teasing or making fun of someone;
 - excluding children from games and conversations;
 - pressurising other children not to be friends with the person who is being bullied;
 - spreading hurtful rumours or passing round inappropriate photographs/images/drawings;
 - shouting at or verbally abusing someone;
 - stealing or damaging someone’s belongings;
 - making threats;
 - forcing someone to do something embarrassing, harmful or dangerous;
 - harassment on the basis of race, gender, sexuality or disability;
 - physical or sexual assault (although all sexual incidents and all but very minor physical incidents constitute abuse and must be dealt with in accordance with child protection procedures).
- 1.5.** Bullying causes real distress. It can affect a person’s health and development and, at the extreme, can cause significant harm.
- 1.6.** People are often targeted by bullies because they appear different from others.
- 1.7.** We all have a roll to play in preventing bullying and putting a stop to bullying.

2. The purpose of this policy is:

- 2.1.** To prevent bullying from happening at Laburnum Boat Club, as much as possible.
- 2.2.** When
bullying
does



happen, to make sure it is stopped as soon as possible and that those involved receive the support they need.

- 2.3.** To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

3. We will seek to prevent bullying by:

- 3.1.** Developing a code of conduct that sets out the “dos” and “don’ts” in terms of how everyone involved in Laburnum Boat Club is expected to behave, both in face-to-face contact and online.
- 3.2.** Developing a plan that describes how we welcome new members and help them to settle in;
- 3.3.** Holding regular discussions with staff, volunteers, children, young people and families who use Laburnum Boat Club to ensure that they understand our anti-bullying policy.
- group members’ responsibilities to look after one another and uphold the code of conduct;
 - respecting the fact that we are all different;
 - making sure that no one is without friends;
 - dealing with problems in a positive way;
 - checking that the anti-bullying measures are working well.

- 3.4.** Developing a complaints policy and procedure.

- 3.5.** Making sure that staff, volunteers, children and young people, and parents and carers have clear information about our anti-bullying policy, complaints procedure, code of conduct and anti-bullying procedure.

4. When bullying occurs, we will respond to it by:

- 4.1.** Having a clear anti-bullying procedure in place.
- 4.2.** Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying.
- 4.3.** Addressing the issue from the point of view of the person being bullied, the bully, any bystanders and Laburnum Boat Club as a whole.
- 4.4.** Reviewing the plan developed to address the bullying, in order to ensure that the problem has been resolved
- 4.5.** Avoiding any punishments that make the individuals concerned seem small, or look or feel foolish in front of others.