

ANTI BULLYING POLICY

Definition

Bullying has been recognised and defined as deliberately hurtful behavior usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. racist or sectarian remarks, threats, name-calling) and emotional (e.g. isolating an individual from the activities and social acceptance of his peer group). The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children, to the extent that it affects their health and development or, at the extreme, causes them significant harm (including self-harm).

Co-operating to safeguard children Chapter 9.48

Bullying is not an accepted behavior towards anyone at Ulster Gliding Club be they child, coach, volunteer or parent. Ulster Gliding Club will encourage affiliated organisations to adopt and apply similar policies. Anyone found to be bullying others will be dealt with seriously both in regards to the behavior exhibited and the reasons for the behavior.

Action to be taken if a child or vulnerable individual states that they are being bullied: "

- Complainant to be given time to say how they are being bullied and reassured they are right to tell.
- Adult/Children's Officer to keep the complainant informed of their proposed action and to take into account complainant's feelings and perspective.
- The complainant's parents can be informed of your concerns and response.
- Chairperson of the club to be informed of any incident of bullying so that policies and practices can be reviews on a regular basis.

The Individual shall be required to

- Show respect for every participant's need for, and rights to, a recreation environment where safety, security, praise, recognition and opportunity for taking responsibility are available.
- Show respect for every individual's feelings and views.
- Recognise that everyone is important and that our differences make each of us special.
- Show appreciation of others by acknowledging individual qualities, contributions and progress.
- Ensure safety by having rules and practices carefully explained and displayed for all to see.

Bullying will not be accepted or condoned.

- All forms of bullying will be addressed whether:
- Physical pushing, kicking, hitting, pinching, etc.

- Name calling, sarcasm, spreading rumors, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring of individuals.
- Racial taunts, graffiti, gestures, sectarianism.
- Sexual comments and/or suggestions.
- Unwanted physical contact.
- Children or vulnerable individuals from ethnic minorities, disabled children, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.
- Everybody has the responsibility to work together to stop bullying - the child or vulnerable individual, the parent, the coach, the youth worker, the sport's official.
- Appropriate forums should be established within the organisation, including children, or vulnerable individuals, parents, guardians, carers and instructors, to address, monitor and stop bullying.
- Commitment to early identification of bullying and prompt, collective action to deal with it.
- Policy and practice should be agreed through consultation." Children should be encouraged to take a role in stopping bullying in their community.
- Policy and practice should be reviewed regularly in the light of changing needs and changes adopted by other agencies (e.g. schools).

Support for the child or vulnerable individual

- Complainants should know who will listen to and support them.
- Any advice and assistance should be given by an appropriate person.
- Complainants should have access to helpline numbers.
- Complainants should be told what is being recorded, in what context and why.
- Systems should be established to open the door to individuals wishing to talk about bullying or any other issue that affects them. Barriers to talking need to be broken down to enable complainants to approach adults.
- Anyone who reports an incident of bullying will be listened to carefully and be supported, whether the child being bullied or the child who is bullying.
- Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved.
- Children being bullied will be supported and assistance given to uphold their right to play and live in a safe environment which allows their healthy development.
- Those who bully will be supported and encouraged to stop bullying.
- Sanctions involving long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, should be avoided.

Support to the Parents/Guardians"

- Parents/Guardians should be advised on local policy and practice about bullying.
- Any incident of bullying will be discussed with parents/guardians/carers.
- Parental/guardian/carer advice on action will be sought and agreements made as to what action should be taken.
- Information and advice on coping with bullying will be given.
- Support should be offered to the parents/guardians/carers including information on other agencies or support lines.
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Useful Contacts:-

- Childline 0800 1111 www.childline.org.uk
- NSPCC Helpline 0808 800 5000
- An online advice service for young people www.there4me.com

- Kidscape - 020 7730 3300 www.kidscape.org.uk
- Parents Advice Centre - Parenting Education Project, Parenting Forum NI and The Men's Project - 0808 8010 FREE 722 www.parentsadvicecentre.org
- NI Anti-Bullying Forum www.niabf.org.uk