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## YMCA Manchester Anti-bullying policy

Children and young people at YMCA Manchester enjoy many rights. These include the right to be safe, enjoy and achieve and make a positive contribution to school life. YMCA Manchester maintains a caring approach to children and any form of bullying, physical, verbal, racial, homophobic, sexist, or other type of harassment will not be tolerated.

### Links to legislation/guidance

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- Preventing and tackling bullying: advice for Principals, staff and governing bodies 2017

### What is bullying?

Bullying can be defined as a physical, psychological, or verbal attack against an individual or group of individuals by a person or group of persons, causing physical or psychological harm to the victim. It is usually conscious and wilful and commonly consists of repeated acts of aggression and/or manipulation. It can take a number of forms – both physical and non-physical, either in combination or in isolation. Any bullying, whether physical or non-physical, may result in lasting psychological damage to the individual.

Bullying generally falls into one or a combination of the following categories:

- Physical Bullying – Unprovoked assault on a person or group which can range from a 'prod' to grievous bodily harm.
- Psychological – Reduction of a person's self-esteem or confidence through threatening behaviour, taunting, or teasing about race, gender, religion, sexual orientation, disability, family circumstances, appearance, or any other feature of their lives which can be used to wound or humiliate them.
- Social- Ostracism/rejection by peer group.
- Verbal – The use of language in a derogatory or offensive manner, such as swearing, racist or sexist abuse, sexual innuendo, spreading rumours, etc.
- Cyber bullying – Using mobile phones or the internet to deliberately upset someone.
- Homophobic – Any hostile or offensive action against lesbians, gay males, bisexuals, or

### Objectives of this Policy

- To ensure that everyone in the Manchester YMCA community have an understanding of what bullying is and how we will deal with incidences of bullying.
- To develop a listening caring ethos at YMCA Manchester where any form of bullying is not tolerated and dealt with in the appropriate manner.
- To encourage discussion and not make premature assumptions and to foster a problem-solving approach.
- The staff is made aware of the anti-bullying policy by the Senior Leadership Team and has access to where the policy is kept.
- Explore issues through the curriculum by PSHE, assemblies and Anti-bullying week.
- Support the bully and the victim in modifying behaviour.

### Vulnerable Groups

Identifying children who are likely to be vulnerable to bullying is problematic. At both policy and practical level there should be a clear message that no-one ever deserves to be bullied - it is not the victim's fault. Some children and young people seem to be more susceptible to being bullied and may need additional support. Staff in all agencies should be aware of who these children are and consider their specific needs. Children and young people who fall into this category include those who:

- Have a physical disability and/or learning difficulty;
- Have experienced abuse or neglect;
- Are, or have been, Looked After;
- Have witnessed domestic violence and abuse;
- Are refugees or asylum seekers;
- Are members of faith communities (in particular those who wear clothing that marks them out as members of their faith);
- Are members of the travelling community;
- Are lesbian, bisexual, gay transgender, or those who are questioning their identity;
- Are young carers;
- Are overweight;
- Have other physical or linguistic characteristics that are perceived to be different from the norm;
- Have transferred schools, in particular mid-year; have had long periods of illness or spent extended time overseas;
- Have low self-esteem;
- Lack self-confidence;
- Are isolated or socially excluded;
- Live in families perceived as 'different' from the norm.

### Procedures

- Children should report bullying incidents to available staff or someone who they can trust. In cases of serious bullying, the incidents will be recorded by staff on a behaviour log sheet and investigated initially by the class teacher, followed by the following individuals if an incident is not resolved team leader, inclusion leader, deputy Headteacher and ultimately the Headteacher. Any incident will be logged and passed immediately to the team leader who will ensure this matter has been resolved.
- Parents must report any bullying incidences using the attached form – also available in the Youth & Community office.
- In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem.
- The bullying behaviour or threats of bullying will be investigated, and the bullying addressed.
- Appropriate feedback will be given to the parent reporting the bullying in a timely manner.

- Manchester YMCA accepts that any child could display bullying behaviour and we have a moral imperative to help those doing so to change their behaviour.
- If necessary and appropriate, external agencies will be consulted to provide support.

#### **Outcomes**

- Manchester YMCA will investigate the incident.
- The child displaying bullying behaviour will be asked to genuinely apologise. Other consequences such as (a) an apology letter or (b) a written contract may be required.
- Manchester YMCA will aim to sort out differences and encourage the pupils to reconcile.
- In serious cases, parents will be informed in writing and suspension or even exclusion will be considered.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place and it will be considered that the incident/incidents are closed. Manchester YMCA strongly believes that all children can be bullied or a bully and as such all parties once an issue has been addressed should be allowed to move on from the issue at hand.

#### **Prevention**

We will use various methods for helping children to prevent bullying. This will include:

- Have a listening and caring ethos.
- Encourage discussion and don't make premature assumptions.
- Adopt a problem-solving approach.
- The staff are made aware of the anti-bullying policy by Senior Leadership Team and has access to where the policy is kept.
- Explore issues through the curriculum by PSHCE, assemblies and Anti-bullying week.
- Support the bully and the victim in modifying behaviour.
- Provide information through notice boards, posters and Child line.
- Provide support through playground buddies, friendship group and peer support.
- The anti-bullying policy works alongside the behaviour policy. This is discussed with the children in class, so they are informed of the procedures

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**REPORT ON A BULLYING INCIDENT BY PARENTS/CARERS.****PART ONE – to be completed by the person reporting the incident.**

Full name and address of the person reporting the incident.	
Date, time and place of the breach	
Please provide a full description of the incident (specific details rather than general comments are required in order to deal with the reported incident)	
Please use the other side or a separate sheet if required...	
Signature:	Date:

**PART TWO – To be completed by the person investigating the incident**

Names of investigator(s)	Date the investigation took place
Main finding(s)	
Actions taken and support for the subject	
Signature:	Date:

### Useful links and supporting organisations.

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- The BIG Award: [www.bullyinginterventiongroup.co.uk/index.php](http://www.bullyinginterventiongroup.co.uk/index.php)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk) 13
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Guardians: [www.youngguardians.net](http://www.youngguardians.net)
- The Restorative Justice Council: [www.restorativejustice.org.uk/restorative-practiceacademys](http://www.restorativejustice.org.uk/restorative-practiceacademys)

### SEND

- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:  
[www.cafamily.org.uk/media/750755/cyberbullying\\_and\\_send\\_-\\_module\\_final.pdf](http://www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf)
- DfE: SEND code of practice: [www.gov.uk/government/publications/send-code-of-practice0-to-25](http://www.gov.uk/government/publications/send-code-of-practice0-to-25)

### Cyberbullying

- Childnet International: [www.childnet.com](http://www.childnet.com)
- Digizen: [www.digizen.org](http://www.digizen.org)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- The UK Council for Child Internet Safety (UKCCIS) [www.gov.uk/government/groups/ukcouncil-for-child-internet-safety-ukccis](http://www.gov.uk/government/groups/ukcouncil-for-child-internet-safety-ukccis)

### Race, religion and nationality

- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Kick it Out: [www.kickitout.org](http://www.kickitout.org)
- Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)

- Tell Mama: [www.tellmamauk.org](http://www.tellmamauk.org)
- Educate against Hate: [www.educateagainsthate.com/](http://www.educateagainsthate.com/) 14
- Show Racism the Red Card: [www.srrc.org/educational](http://www.srrc.org/educational)

### LGBT

- Barnardos LGBT Hub: [www.barnardos.org.uk/what\\_we\\_do/our\\_work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- Metro Charity: [www.metrocentreonline.org](http://www.metrocentreonline.org)
- EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- Proud Trust: [www.theproudtrust.org](http://www.theproudtrust.org)
- Academics Out: [www.academics-out.org.uk](http://www.academics-out.org.uk)
- Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) [www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk)

**A Guide for Schools:** [www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Academics-Guide.pdf](http://www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Academics-Guide.pdf)

- Disrespect No Body: [www.gov.uk/government/publications/disrespect-nobody-campaignposters](http://www.gov.uk/government/publications/disrespect-nobody-campaignposters)
- Anti-bullying Alliance: advice for academy staff and professionals about developing effective

anti-bullying practice in relation to sexual bullying: [www.anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-gender-related](http://www.anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-gender-related)

**Note:** Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)

[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)

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