



ACHIEVE INSPIRE and MOTIVATE CIC Anti-Bullying Policy

Introduction

AIM CIC 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.

Principles

AIM CIC recognises the very serious nature of bullying and the negative impact that it can have on the lives of young people and is therefore fully committed to the following key principles of best practice in preventing and tackling bullying behaviour:

- A positive culture and climate which:
 - is welcoming of difference and diversity and is based on inclusivity;
 - encourages young people to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
 - promotes respectful relationships across the organisation and community;
- Effective leadership;
- An organisational-wide approach;
- A shared understanding of what bullying is and its impact;
- Implementation of education and prevention strategies (including awareness raising measures) that-
 - build empathy, respect and resilience in pupils; and
 - explicitly address the issues of cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying.
- Effective supervision and monitoring of pupils;
- Supports for staff;
- Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies); and

Definition

Bullying can include:

- physical pushing, kicking, hitting, pinching or any other unwanted physical contact
- name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring or exclusion of individuals
- racial, sectarian or homophobic taunts, comments, graffiti and gestures
- sexual comments and /or suggestions
- threatening or unpleasant emails, text messages or posts on social networking sites

Bullying will not be accepted or condoned. All forms of bullying will be addressed.

Children and young people from ethnic minorities, disabled children, young people who are gay or lesbian, or those with learning difficulties can be more vulnerable to this form of abuse and may well be targeted.

As an organisation, AIM CIC:

- 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
- Will conduct an on-going evaluation of the effectiveness of the anti-bullying policy
- Particular attention will be given to prevention and awareness raising through promotional activities such as Anti-Bullying week

Procedures

The relevant person for investigating and dealing with bullying is **Dean Goodwin** (the CIC's Safeguarding Officer).

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

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 reported incidents or suspicions of bullying should be reported to **Dean Goodwin** (the CIC's Safeguarding Officer). He 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.

Where an incident occurs in a school or other premises where AIM CIC may be working the host institution will be engaged

Particular attention will be given to a calm problem-solving approach, to establish the who, what, where, when and why. A fair system of recording and resolution meeting/s to be implemented

If appropriate, parents of those involved will be informed and asked to meet with the to discuss the situation. If the issue is not resolved **Dean Goodwin** (the CIC's Safeguarding Officer) will with second Director meet with the parties both together and separately to try and resolve the issue.

If a satisfactory solution cannot be reached, they will recommend to the AIM CIC Board a course of action to be taken

Supervision and Monitoring of Children and Young People

The Organisation confirms that appropriate supervision and monitoring policies and practices are in place to both prevent and deal with bullying behaviour and to facilitate early intervention where possible.

Prevention of Harassment

The Organisation confirms that in accordance with its obligations under equality legislation, take all such steps that are reasonably practicable to prevent the sexual harassment of young people or staff. It will also seek to prevent the harassment of pupils or staff on any of the nine grounds specified i.e. gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

This policy and its implementation will be reviewed by the AIM CIC Board as part of its programme of Policy reviews.

Signed:

A rectangular box containing a handwritten signature in black ink. The signature appears to be 'D Goodwin'.

(Dean Goodwin, Company Secretary and Safeguarding Officer)

Date of Policy Review: 21/10/2020

Next Review of Policy: 01/10/2023