**Mile End Climbing Wall** Anti-Bullying Policy

**The legal context for this policy and procedure is:**

* The Children Acts 1989 and 2004
* The Protection from Harassment Act 1997
* The Human Rights Act 2000
* The Equality Act 2010
* Government guidance: Working Together to Safeguard Children 2015
* Government guidance on bullying 2015

**It should be read alongside our policies and procedures on:**

* Safeguarding Children
* Dealing with disclosures and concerns about a child or young person
* Managing allegations against staff and volunteers
* Recording and information sharing
* Code of conduct for staff and volunteers
* Safer recruitment
* E-safety

**We all have a role to play in preventing bullying and putting a stop to bullying.**

We recognise that whilsthere is no legal definition of bullying, it’s usually defined as behaviour that is; repeated, intended to hurt someone physically or emotionally and often aimed at certain groups, because of race, culture, religion, politics, gender or sexual orientation etc.

Bullying could be:

* one person or a group of people can bully others;
* either face to face between individuals or groups or online, using information technology such as computers or mobile phones;
* distressing as it affects a person’s health and development, well-being and at the extreme can cause significant harm;
* when people are targeted because they appear different from others.

**Bullying can include:**

* verbal teasing or making fun of someone;
* excluding children from games and conversations;
* pressuring 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 somethings embarrassing, harmful or dangerous;
* harassment on the basis of race, gender, religion, culture, sexuality or disability etc.
* physical or sexual assault. All sexual incidents and all but very minor physical incidents constitute abuse and must be dealt with in accordance with MECW safeguarding and child protection procedures.

**The purpose of this policy is:**

* to prevent bullying from happening at MECW, as much as possible;
* when bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need;
* to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

**We will seek to prevent bullying by:**

1. Promoting a culture of openness and inclusivity where all people are welcomed and treated with respect.
2. Having a code of conduct that sets out clearly what is expected in terms of how all young people involved in MECW activities are expected to behave, both in face to face contact and online.
3. Holding discussions with staff, children, young people and families who use MECW to ensure they understand our anti-bulling policy. These will focus on:

* everyone’s responsibilities to look after one another and uphold the codes of conduct
* respecting the fact that we are all different
* looking out for others
* dealing with problems in a positive way
* evaluating the effectiveness of our anti-bullying measures are working well

1. Having a robust complaints policy and procedure.
2. Making sure that all staff, children and young people, parents and carers have clear information about our anti-bullying policy, complaints procedure, and code of conduct.

**When bullying occurs, we will respond to it by:**

1. Have clear procedures in place;
2. Providing support for all staff when dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying;
3. Addressing the issue from all angles including from the point of view of the person being bullied, the bully, any bystanders and MECW as a whole;
4. Reviewing the plan developed to address the bullying, in order to ensure that the problem has been resolved;
5. Avoiding any outcomes that make the individuals concerned seem small, or look or feel foolish in front of others.

This policy is to be reviewed every two years.

Next review due in August 2020.