

**Spin City Brimpton Anti Bullying Policy**

At Spin City Brimpton we believe every child, young person and adult should be treated with respect, included and listened to. We aim to create a safe and inclusive space for your child or teenager, we have zero tolerance on bullying.

The purpose of this policy statement is:

* to prevent bullying from happening between children and young people who are a part Spin City Brimpton or take part in our activities
* to make sure bullying is stopped as soon as possible if it does happen 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

**What is bullying?**

Bullying includes a range of abusive behaviour that is

* repeated •
* intended to hurt someone either physically or emotionally.

**Legal Framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK.

We believe that:

* children and young people should never experience abuse of any kind
* we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We recognise that:

* bullying causes real distress and affects a person’s health and development
* in some instances, bullying can cause significant harm
* all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
* everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

* developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
* holding regular discussions with instructors, TA’s, children, young people and families who use our organisation about bullying and how to prevent it
* providing support and training for all Instructors and TA’s on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
* putting clear and robust anti-bullying procedures in place.

Our regular discussions with instructors, TA’s, children, young people and families will focus on:

* group members’ responsibilities to look after one another and uphold the behaviour code
* practising skills such as listening to each other
* 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 our anti-bullying measures are working well.

**Responding to bullying**

We will make sure our response to incidents of bullying considers:

* the needs of the person being bullied
* the needs of the person displaying bullying behaviour
* needs of any bystanders
* our organisation as a whole.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

**Diversity and inclusion**

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:

* seeking opportunities to learn about and celebrate difference
* increasing diversity within our instructors, TA’s, children and young people
* welcoming new members to our organisation.

**Contact details**

Nominated anti-bullying lead:

Name: Ruth Vass

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NSPCC Helpline 0808 800 5000

We are committed to reviewing our policy and good practise annually.

Signed Ruth Vass

This policy was last reviewed on:

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