

## PEOPLE EXPRESS ANTI-BULLYING POLICY

Scope:	Lays out People Express' policy and procedures to keep young people safe from bullying and to deal with any incidents of bullying.
Applies to:	<ul style="list-style-type: none"><li>- All paid staff and volunteers</li><li>- Trustees</li><li>- Project Partners</li><li>- Participants</li><li>- Freelance Workers</li><li>- Community Groups</li></ul>
To be used by:	Everybody working with and for People Express Community Groups that support our work Children, Young People and their Families
Related Documents:	<ul style="list-style-type: none"><li>- Child and Vulnerable Adult Protection Policy</li><li>- Health &amp; Safety Policy</li><li>- Social Media Policy</li><li>- Equality and Diversity Policy</li><li>- Staff Handbook (includes lone working and whistle-blowing)</li></ul>
Last Reviewed:	September 19th 2019
Reviewed Annually Date of Next Review:	September 19th 2020
Responsible Staff Members:	Julie Batten - Nominated Anti-Bullying Lead Kalila Storey secondary Nominated Anti-Bullying Lead
Responsible Board Member:	Helen Litherland (Chair)

## **PEOPLE EXPRESS ANTI-BULLYING STATEMENT - Children and Young People**

People Express works with children, young people and their families across all of the protected characteristics. The activities we offer include: taking part in participatory workshops, events and festivals, helping to support the development of projects through steering groups, providing volunteer support to artist's running workshops and developing their own artistic talent.

People Express recognise that bullying is closely related to how we respect and recognise the value of diversity. People Express is pro-active in:

- providing opportunities to learn about and celebrate diversity
- increasing the diversity of our staff, freelance workers, volunteers and children and young people
- welcoming new people into our organisation and our work

The purpose of this policy statement is to:

- prevent bullying from happening amongst the children and young people who are involved in our organisation
- make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying amongst children and young people.

This policy statement applies to anyone working on behalf of People Express, including senior managers, the board of trustees, paid staff, freelance workers and volunteers.

### **Legal Framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. The NSPCC provides summaries of the key legislation and guidance on:

bullying : [learning.nspcc.org.uk/child-abuse-and-neglect/bullying](https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying)  
online abuse: [learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse](https://learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse)  
child protection: [learning.nspcc.org.uk/child-protection-system](https://learning.nspcc.org.uk/child-protection-system)

### **What is Bullying?**

Bullying includes any form of abusive behaviour that has the intent to hurt someone physically and/or emotionally. For examples; please see Appendix A.

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

People Express recognise that bullying causes real distress, it can affect a person's health and development, and at the extreme 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 and abuse. Everyone has a role to play on preventing all forms of bullying (including online) and putting a stop to bullying.

### **Definition of Prejudice Related Incidents**

A racist incident is any incident which is perceived to be racist by the victim or any other person.

A disability related incident is any incident which is perceived to be so by the victim or any other person.

A homophobic related incident is any incident which is perceived to be homophobic by the victim or any other person. Furthermore, the victim does not have to be lesbian, gay or bisexual to experience

homophobic bullying, but may be targeted because they are perceived to be gay, or because a member of their family is gay, for example

### **Normal Peer Conflict or Bullying?**

<u>Normal Peer Conflict</u>	<u>Bullying</u>
Equal power or friends.	Imbalance of power – not friends.
Happens occasionally	Repeated unwelcome actions
Accidental or not pre-meditated harm.	Deliberate harm or the threat of physical or emotional harm.
Not seeking power or attention.	Seeking power, control of material things.
Generally not trying to get something.	May attempt to get material things or power.
Remorse – will take responsibility.	No remorse – may blame the victim

### **Preventing Bullying**

People Express will seek to prevent bullying by;

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, both face to face and online
- supporting young people to become anti-bullying champions providing peer support and guidance
- ensuring everyone is fully aware of and committed to the Policy and understands their role in preventing and reporting it
- displaying 'Safe Space' signage at all activities and within the work place
- ensuring that staff and freelance workers clearly communicate the 'safe space' conduct for all participants involved in workshops, events and activities, which includes:
  - listening to each other,
  - respecting other opinions,
  - making sure no-one is without a friend,
  - dealing with problems in a positive way,
  - working collectively as equals.
- providing support and training for staff on dealing with all forms of bullying
- making sure our response to bullying takes into account the needs of:
  - the person being bullied
  - the person displaying the bullying behaviour
  - any bystanders
  - our organisation a whole

putting clear and robust procedures in place to deal with incidents of bullying, which will be reported at Board level as part of Safeguarding

reviewing our policy and procedures every two years, and/or after any incidents are reported

### **Procedure for Dealing With Allegations of Bullying**

**It is important that we disapprove of the behaviour and not the young person themselves.**

A set of Procedures and Recommendations are to be developed for People Express in consultation with the young people who take part in the MVF project. The procedures will be then be shared with other youth groups for their comments and feedback, and then agreed and adopted by the Board.

