



**Company No: 4236414; Charity No: 1077591**

## **Anti-bullying policy**

### **JoLt's Philosophy**

JoLt believes that by supporting, looking after and caring for each other we can do amazing things. Everyone taking part in a "journey of a lifetime" therefore accepts the responsibility of, at all times, helping and supporting all other members of the expedition. Within this philosophy there is no place for bullying.

### **Policy Purpose and Scope of the Policy**

#### **Rationale**

We believe bullying is a serious issue. All leaders and youngsters must be aware that bullying will not be tolerated on a JoLt expedition and we will make every effort to ensure that bullies are dealt with appropriately.

#### **Aims**

The aim of the anti-bullying policy statement is to clarify to all concerned with a JoLt expedition that bullying is always unacceptable. All youngsters and leaders should feel safe at all times. We aim to encourage a climate of positive support which encourages youngsters to realise that they do not have to tolerate bullying and indeed they must inform a leader if they are being bullied. Youngsters must be confident in the knowledge that they will be listened to and believed and that action will be taken which is prompt but sensitive to their concerns.

#### **Principles which underpin the Policy - Leader reaction;**

1. All forms of bullying are unacceptable.
2. Youngsters will be listened to.
3. No youngster will be told to "ignore it" or "stick up for your self".
4. Both sides will be heard.
5. Youngsters will be protected from violence.
6. Leaders will be firm.
7. When in doubt, advice will be sought.
8. Leaders will never promise to keep information completely confidential
9. The senior leader will be informed at the earliest possible opportunity

## **Definition of Bullying**

Bullying is behaviour which makes people feel uncomfortable or threatened. Bullying is the action which hurts, frightens or upsets someone else. There are three main types of bullying:

**Verbal** - eg name calling, teasing, insulting, writing unkind notes, threatening

**Physical** - eg hitting, kicking, punching, taking or hiding belongings, damaging property

**Emotional** -eg being unfriendly, excluding, tormenting, spreading rumours

## **Bullying on the grounds of race or disability**

In the 1999 MacPherson Report, racist bullying was defined as “any incident which is perceived to be racist by the person who feels bullied or any other person”. Incidents can include:

- Verbal abuse by name-calling, racist jokes and offensive mimicry
- Physical threats or attacks
- Wearing of provocative badges or insignia
- Bringing racist leaflets, comics or magazines
- Inciting others to behave in a racist way
- Racist graffiti or other written insults – even against food, music, dress or customs
- Refusing to cooperate in work or in play.

Youngsters with special needs or disabilities may not be able to articulate experiences as well as other youngsters. However, they are often in greater risk of being bullied, both directly and indirectly, and usually about their specific difficulties or disability.

## **General Approach**

It is important to make it clear to the person who feels bullied that revenge is not appropriate and that the bully's behaviour is unacceptable. Every effort must be made to resolve the problem through the counselling of both parties. A record is kept of the bullying which has taken place and of the action taken. (An entry in the incident book for both the person who feels bullied and the bully). If the bullying continues then sanctions follow. All incidents of bullying must be dealt with either by the leader who witnesses it or to whom it is divulged or, if it is felt appropriate, by the senior leader or her deputy. It is essential that the person who feels bullied knows what action has been taken against the bully and that they are encouraged to develop coping strategies to try to give them confidence if they should ever find themselves in a similar situation.

Leaders must be aware of the need for vigilance at all times.

## **Guidelines to Leaders**

### **Dealing with bullying- it is vital that all parties have the opportunity to be heard**

#### **The individual who feels bullied**

- ✓ listen to and reassure the individual that JoLt through the leaders will do everything to help them.
- ✓ believe them and give them the confidence to tell you exactly what has happened
- ✓ deal with the whole incident yourself or if you feel appropriate refer it to the senior leader immediately
- ✓ inform the individual that bullies 'feed on' fear and advise the individual not to show this fear.
- ✓ complete a report in the incident book
- ✓ give continued support to the individual and check at a later date that the behaviour is not recurring
- ✓ aim to be non-threatening, the individual should never feel it is their fault
- ✓ reassure the individual that this does happen to others, there is nothing wrong with them

#### **The bully**

- ✓ make the bully aware that their behaviour is unacceptable
- ✓ explain clearly and precisely what behaviour is causing distress to the other person
- ✓ make the individual aware of the consequences if bullying behaviour continues
- ✓ discuss ways in which the individual must change their unacceptable behaviour
- ✓ complete a report in the incident book
- ✓ inform the senior leader immediately of bullying behaviour
- ✓ monitor the individual's behaviour over the rest of the expedition

## **Advice for Young People**

### **Bullying is WRONG**

Nobody has the right to hurt other people by hitting them, kicking them, calling them names, spreading rumours about them or by doing anything else which is intended to be upsetting. Bullies try to justify their actions by saying that it is their victim's fault for being different. They may pick on someone who is tall or small, or fat or thin, or wears glasses, or has a different accent, or another religion, or is shy or clever, or good looking, or disabled or... Any excuse will do, and if there is no real difference then the bullies will invent one.

### **What to do**

- Talk to a leader
- If you can, write down everything the bullies have done or have said to you, and try to write down how you feel. Be very careful to only write down things which really happened.
- Most importantly, do something. Sometimes bullying stops quickly but doing nothing means it may continue until someone is seriously upset or hurt. That could be you, or the bullies may find new victims. If their behaviour is not challenged they are unlikely to stop.

### **What not to do**

- Don't try to deal with the problem on your own – there is nothing wrong in asking for help.
- Don't hit the bullies – you might end up being accused of bullying yourself.
- Don't exaggerate. Always tell the truth about what has happened. If a small part of what you are saying is shown to be untrue then it throws everything else in doubt.
- Don't believe the lies that the bullies tell about you.
- Don't hide what is happening from the leaders. Keeping things secret is the bullies' biggest weapon against you. That is why they go to so much trouble to try to stop you from telling.

You do not have to be a victim to act. If you do nothing when you see someone being bullied the bullies may think that you approve of what they are doing. Part of the fun that bullies get comes from the reaction of bystanders. You can help by:

- Challenging all bullying behaviour
- Befriending those who seem vulnerable
- Talking about bullying.

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