

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 young people 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. Every participant on a JoLt trip signs the Code of Conduct; in signing the Code of Conduct each person commits to abide by the Anti-Bullying policy, to act sensibly and responsibly and look after each member of the team. Failure to comply with the Code of Conduct at any point may lead to a participant being withdrawn from certain activities or ultimately removed from the trip.

Aims

The aim of the anti-bullying policy statement is to clarify to all concerned on a JoLt expedition that bullying is always unacceptable. Young people and leaders should always feel safe. We aim to encourage a climate of positive support, which ensures young people realise that they do not have to tolerate bullying and must inform a leader if they are being bullied. Young people 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.

We foster an anti-bullying culture in the following ways:

- Encouraging caring, nurturing behaviour
- Challenging all bullying behaviour
- Befriending those who seem vulnerable
- Talking about bullying
- Encouraging reporting without fear

Principles that underpin the policy:

1. All forms of bullying are unacceptable
2. Young people will be listened to
3. Nobody will be told to "ignore it" or "stick up for yourself"
4. Both sides will be heard
5. Young people will be protected from violence

6. When in doubt, advice will be sought from the Senior Leader / Designated Safeguarding Lead or Designated Safeguarding Person
7. Leaders will never promise to keep information confidential
8. The Senior Leader/ Designated Safeguarding Lead or Designated Safeguarding Person will be informed at the earliest possible opportunity.

Definition of bullying

Bullying is behaviour that makes people feel uncomfortable or threatened. Bullying is the action that hurts, frightens, or upsets someone else. Journey of a Lifetime is committed to preventing all forms of bullying from occurring, including those based on protected qualities such as race, religion, culture, sex, gender sexuality, special educational needs, and physical disability. This extends to all means of bullying, including face-to-face, cyber (social websites, mobile 'phones, text messages, photographs and email) peer-on-peer and adult-on-child.

There are five main types of bullying:

- Verbal – name calling, teasing, insulting, shouting, writing unkind notes, threatening
- Physical – hitting, kicking, punching, taking or hiding belongings, damaging property
- Emotional – being unfriendly, tormenting, spreading rumours.
- Social – ostracizing or excluding from peer groups
- Cyber - using digital media to spread hurtful rumours, images, or comments

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
- Using digital media to purposefully harm someone
- Wearing of provocative badges or insignia
- Showing racist leaflets, websites or other on-line material
- 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.

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

Procedure (dealing with incidents)

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. 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 / Designated Safeguarding Lead or Deputy

Safeguarding Person. Every effort must be made to resolve the problem through a process of mediation with both parties.

A record is kept of the bullying that has taken place and of the action taken. Bullying rarely occurs without witnesses and their statements along with those involved would also be recorded in writing. (An entry in the Incident Book for both the person who feels bullied and the bully). If the bullying continues, then sanctions follow. This could include being sent home from the trip if it is deemed appropriate by the Senior Leader / Designated Safeguarding Lead.

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 for leaders

When dealing with bullying, it is vital that all parties have the opportunity to be heard.

The person 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 / Designated Safeguarding Lead 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 happens 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 / Designated Safeguarding Lead 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 that 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 show physical aggression to 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 yourself in order 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 satisfaction that bullies get comes from the reaction of bystanders.

October 2023