

Shoot Academy
Anti-Bullying Policy
2019

ANTI-BULLYING POLICY

Shoot Academy

We will provide a supportive, caring and safe environment without fear of individuals being bullied. Bullying of any form is not tolerated in any of our activities, whether carried out by a child or an adult. Any child or young person who is a victim of a bully will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff or volunteer informed, and then discussed with the supervisor. A clear account of the incident will be recorded. All appropriate staff and volunteers will be informed so that close monitoring of the victim and bully can begin. Parents and carers of both parties will be informed.

Bullying is the use of aggression with the intention of hurting another person.

Children and young people can bully each other, be bullied by adults and can sometimes bully adults. Any form of bullying results in pain and distress to the victim and is unacceptable behaviour within this organisation. Some common forms of bullying can be:

- Verbal - name-calling, sarcasm, spreading rumours, teasing including via emails or text messaging
 - Emotional - being unfriendly, excluding, tormenting, graffiti, gestures, racial taunts.
 - Physical - pushing, kicking, hitting, punching or any use of violence.
 - Sexual - sexually abusive comments or gestures.
 - Racial - any of the above because of, or focusing on the issue of racial differences.
 - Homophobic - any of the above because of, or focusing on the issue of sexual orientation.
- Unofficial activities such as initiation ceremonies and practical jokes which may cause children physical or emotional harm even though this may not be intended
- Cyber bullying –through intimidating or demeaning messages and/or photos on social media and other information technology channels.

There will be a zero tolerance to bullying, so if it does occur, children and leaders will be able to report the matter and it can be dealt with promptly and effectively. There will be an expectation that anyone who knows that bullying is happening will report it.

Whilst the Person being bullied needs protection, the person/people doing it need to address the reasons for their behaviour and be encouraged to relate to others in more positive ways.

Preventing bullying behaviour.

Staff and Volunteers will promote an anti-bullying ethos and environment in the following ways: •
Encouraging caring and nurturing behaviour

- Playing and working for a caring and co-operative ethos
- Discussing friendships and encouraging paired, group and team play
- Encouraging children to report bullying without fear
- Staff and volunteers will discuss the issues surrounding bullying including why bullying behaviour will not be tolerated
- Staff and volunteers will discuss the consequences of bullying behaviour

Responding to bullying behaviour the Charity acknowledges that despite all efforts to prevent it, bullying behaviour is likely to occur on occasion.

Should such incidents occur, we will respond in accordance with the following principles:

- We will address all incidents of bullying thoroughly and sensitively.
- Victims of bullying will be offered the immediate opportunity to discuss the matter with a member of staff or volunteer who will reassure the child and offer support.
- They will be reassured that what they say will be taken seriously and handled sympathetically
- Staff/volunteers will support the individual who has been bullied, keeping them under close supervision, and checking their welfare regularly.
- If another child or young person witnesses bullying and reports this, staff/volunteer involved will reassure them that they have done the right thing. The matter will then be investigated.
- If a member of staff or volunteer witnesses an act of bullying, involving children or adults, they will inform the person in charge.
- Children and young people who have bullied will be helped by discussing what has happened, establishing why the child became involved. Staff or volunteers will help the child of young person to

understand why this form of behaviour is unacceptable will encourage him/her to change their behaviour

- If appropriate, a meeting will be facilitated between the relevant parents or carers.
- All incidents of bullying will be reported to the designated person and will be recorded on an Incident Log. The manager and other relevant staff will review our procedures in respect of bullying, to ensure that practices are relevant and effective.

This policy will be reviewed annually

July 2019