

ANTI-BULLYING POLICY AND PROCEDURE

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ANTI-BULLYING POLICY

In line with our safeguarding standards, we want children and young people involved at Wolves to be happy and safe.

Our anti-bullying policy sets out how we feel about bullying as a club, what we will do to tackle it and how we'll support children and young people who experience or display bullying behaviour.

Bullying

- All forms of bullying will be acted upon
- Everybody in the club or organisation has a responsibility to work together to stop bullying
- Bullying can include online as well as offline behaviour
- Bullying behaviour can include:
 - physically pushing, kicking, hitting, pinching etc.
 - name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
 - posting of derogatory or abusive comments, videos or images on social media
 - racial, homophobic, transphobic or sexist comments, taunts or gestures
 - sexual comments, suggestions or behaviour
 - unwanted physical contact

At Wolves we will:

- Recognise our duty of care and responsibility to safeguard all children and young people from harm
- Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- Ensure that bullying behaviour is not tolerated or condoned
- Require all members of the club/organisation to sign up this policy
- Investigate and respond to any reports of bullying from children and young people
- Encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour
- Ensure that coaches are given access to information, guidance and training on bullying

Each participant, coach, volunteer or official will:

- Encourage individuals to speak out about bullying behaviour
- Respect every child's need for, and right to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- Respect the feelings and views of others
- Recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Ensure safety by having rules and practices carefully explained and displayed for all to see
- Report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour

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We will record **any** bullying allegations, follow up and discussions. All staff that have concerns or worries about bullying behaviour should record it using MYCONCERN and ensure that the right staff are involved to discuss and develop an appropriate response.

Supporting children and Young People

- We will let children know who will listen to and support them by displaying information around our offices and making sure children and young people know who they can approach.
- We will create an “open door” ethos where children and young people feel confident to talk to an adult about bullying behaviour or any other issue that affects them.
- Potential barriers to talking (including those associated with a child’s disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out
- We’ll make sure children are aware of helpline numbers
- Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously
- Any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved
- Children experiencing bullying behaviour will be supported and helped to uphold their right to play and live in a safe environment
- Those who display bullying behaviour will be supported and encouraged to develop better relationships
- We will make sure that sanctions are proportionate and fair

Support to the parents/carer

- Parents or guardians will be advised on the club or organisation’s bullying policy and practice
- Any experience of bullying behaviour will be discussed with the child’s parents or guardians
- Parents will be consulted on action to be taken (for both victim and bully) and we’ll agree on these actions together
- Information and advice on coping with bullying will be made available
- Support will be offered to parents, including information from other agencies or support lines

If a child, young person or parent/carer is not happy with an outcome we will welcome continued discussions, meetings and they may talk to an independent person outside of the academy structure (within Wolves) if they would prefer.

ANTI-BULLYING PROCEDURE

Action to prevent Bullying (including cyber bullying)

- Encourage all children to speak and share their concern. Help the victim to speak out to tell the person in charge or someone in authority. Create an open environment.
- Reassure the victim that you can be trusted and will help them, although you cannot promise confidentiality.
- Keep records of what was said (what happened, by whom and when)
- Make sure the child and young person is safe for the rest of session/ time on site and situation is immediately monitored.
- Share the issue with line manager – use my concern to record and ensure that the right people are involved.

Action towards a child who is bullying

The Coach or Head of Department should:

- Talk with the bully/bully's, explain the situation and try to get the bully/ bully's, to understand the consequences of their behaviour.
- Obtain an apology from the bully/bully's to the victim.
- Inform the bully's parents.
- Insist on the return of "borrowed" items.
- Hold discussions amongst staff to agree specific strategies to combat bullying. Provide support for the Coach of the victim.
- Improve sanctions against bullies (including the possibility of expulsion).
- Encourage and support the bully to change behaviour.
- Hold a follow up meeting with the victim's family to report on progress.
- Inform all relevant members of staff about incidents and action taken.

This should all be documented and evidenced using MYCONCERN

Discussion around themes and trends – including individual children and young people AND when and where bullying incidents are taking place should be discussed at Welfare meetings and Team meetings (and locations recorded on MyConcern) We know bullying is more likely to occur when less adults are around. We should be mindful of hotspots around the academy, match days and tours.

We have a responsibility to prevent opportunities for bullying to occur and we should incorporate this into our planning and risk assessments.



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