



Behaviour & Anti Bullying Policy

Choose2 Youth is committed to creating an atmosphere that promotes a safe & fun place to come and explicitly acknowledges that any bullying or poor behavior is unacceptable.

Bullying – our definition

Bullying is deliberate, offensive, intimidating, malicious, abusive or insulting behavior which makes the individual feel upset, threatened, humiliated or vulnerable.

Bullying can be:

- emotional – being unfriendly, excluding, tormenting (e.g., taking another's belongings, threatening gestures, abusive notes or graffiti)
- physical – pushing, kicking, hitting, punching or any use of violence
- racist – racial taunts, graffiti, gestures
- sexual – unwanted physical contact or sexually, abusive comments
- homophobic – because of, or focusing on the issue of sexuality
- discriminatory – about disability, gender, age or other differences
- verbal – name-calling, sarcasm, spreading rumors, teasing
- cyber – all areas of internet, such as email and internet chat room misuse
- mobile - threats by text messaging and calls
- Misuse of associated technology i.e., camera and video facilities.

All workers/staff/volunteers will be aware of Choose2 Youths procedures to prevent and/or respond to observed or reported bullying.

Where adult to child bullying is suspected, observed or reported it must be managed as a concern about an adult's behavior within safeguarding procedures.

As an organisation we take bullying & poor behaviour seriously. Children and young people and parents should be assured that they will be supported when bullying is reported, and that bullying will not be tolerated at Choose2 Youth.

This Policy operates in conjunction with Choose2 Youths:

- Safeguarding Policy
- Comments, Compliments and Complaints procedures
- Health and Safety Policy

Choose 2 Youth

We will respond to all incidents of bullying in a timely fashion and a director will investigate any allegations.

Behaviour:

Staff will encourage members to reduce incidences of bullying & poor behaviors by:

- role modeling acceptable behavior
- teaching appropriate methods of communication
- offering motivation for the individual to work with others
- building tolerance of group situations
- developing appropriate assertiveness skills
- ensuring each member is aware of the complaints procedure and how to access support
- having staff or volunteers that members can trust to take action.

We will seek to prevent bullying by;

- Developing a code of behaviour or writing a set of group rules that sets out the 'dos' and 'don'ts' in terms of how everyone involved is expected to behave.

Any member who has been subjected to bullying-type behavior will be supported, and staff will undertake a risk assessment to ensure that the victim, other children and the perpetrator are kept safe.