**Sample anti-bullying policy**

**Bullying**

Bullying is a form of abuse. It may be seen as particularly hurtful behaviour usually repeated over a period of time, where it is difficult for those bullied to defend themselves. In some cases of bullying it may not be an adult bullying a young person. Children and young people may also be responsible for bullying.

Bullying can take many forms including:

* **Physical** e.g. hitting, kicking, theft
* **Verbal** e.g. threats or name-calling
* **Emotional** e.g. isolating a child from the activities
* **Harassment** e.g. using abusive or insulting behaviour in a manner intended to cause alarm or distress.

Bullying can be difficult to identify because it often happens away from others and victims do not often tell. There may be some signs which indicate a child is being bullied.

**The child or young person may:**

* Hesitate to come to the group or is reluctant to be with particular individuals
* Often be the last one picked for a team or gets picked on
* Have clothing or personal possessions go missing or damaged
* Have bruising or some other injury, become uncharacteristically nervous/withdrawn or aggressive

**Helping the child or young person:**

* Take bullying seriously. Ensure the child is safe
* Encourage all children to speak and share their concerns
* Reassure the victim that you can be trusted and will help, although you cannot promise to tell no one else
* Keep records of what is said i.e. what happened, by whom and when
* Report any concerns to the person in charge at the organisation where the bullying is occurring.

**Action towards the person displaying bullying behaviours:**

* Try to help him/her understand the consequences of his/her behaviour and seek an apology from them
* Inform his/her parents/guardians and impose sanctions as necessary
* Encourage and support him/her to change behaviour