

**THE GREATER MANCHESTER TRUST FOR RECREATION**  
**working name Greater Manchester Youth Federation (GMYF)**

**Anti-Bullying Policy**

GMYF anti-bullying policy sets out how we feel about bullying as an organisation, what we will do to tackle it and how we will support children and young people who experience or display bullying behaviour.

**Bullying**

- all forms of bullying will be acted upon
- everybody in the 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 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

**Our organisation will:**

- recognise its duty of care and responsibility to safeguard all our members 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 its members to sign up to this policy
- take action to 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 development and adopting a code of conduct for behaviour
- ensure that staff and volunteers are given access to information, guidance and training on bullying

**Each participant, volunteer or official will:**

- encourage individuals to speak out about bullying behaviour
- respect every child's need for, and right to, an 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

### **Supporting children**

- we will let children know who will listen to and support them
- we will create an “open door” ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- potential barriers to taking (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 will 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 those involved
- children experiencing bullying behaviour will be supported and encouraged to develop better relationships
- those who display bullying behaviour will be supported and encouraged to develop better relationships
- we’ll make sure that sanctions are proportionate and fair

### **Support to the parents/guardians**

- 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 or guardians will be consulted on actions to be taken (for both victim and bully) and we will 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

### **Useful contacts**

**NSPCC Helpline** 0808 800 5000

**Childline** 0800 1111 / [www.childline.org.uk](http://www.childline.org.uk)

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

**Anti-bullying Alliance** [www.antibullyingalliance.org](http://www.antibullyingalliance.org)